

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY CRUMP

2019 Governor's Investment in Technical Education (GIVE)

Partnership in Agricultural Education (PAE)

Tennessee College of Applied Technology Crump

Tennessee College of Applied Technology Crump

IN PARTNERSHIP WITH:

Southwest Tennessee Workforce Development Board

McNairy County Economic Development and Chamber of Commerce

Tennessee College of Applied Technology Crump

The University of Tennessee at Martin

Chester County School System

Decatur County School System

Hardin County School System

McNairy County School System

Scotts Hill School System

Wayne County School System

Mid-South Family Farms, McNairy County

First Farmer's Co-Op, Hardin, Decatur, Henderson Chester Counties

UT Extension Service, West Region

USDA, McNairy County

Harry Floyd Livestock, Wayne County

Hardin County Stockyard, Hardin County

Lone Oaks Farm, Hardeman County

Mid-South Farmer Co-op, McNairy, Crockett, Madison, Haywood, Fayette,
Hardeman Counties

Wayne County Rock, Wayne County

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Funding requested:

\$999,978


**President of Higher Education
Institution (Fiscal Agent)**


Project Director (Lead Entity)

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Partnership in Agricultural Education (PAE) Collaborative Abstract / Project Summary

The Partnership in Agricultural Education (PAE) Collaborative seeks funding from the Governor's Investment in Vocational Education to start and expand secondary and post-secondary programs of study for career pathways in agriculture. Tennessee is one of the nation's leading agricultural states with an economic impact of more than \$57 billion generated from agriculture which accounts for 9% of the states economy. The agriculture industry is one of the primary drivers of local economic activity in rural communities across the state. However, national, state and local trends show a decline in the number of young farmers entering the agricultural workforce.

According to USDA and the UT Institute of Agriculture, agricultural revenue is over \$1.1 billion and there are more than 6,900 farms in the Tennessee College of Applied Technology Crump service area across Chester, Decatur, Hardin, Henderson, McNairy and Wayne counties. This industry employs 5,778 agricultural workers in the six counties with demand for employees growing. Technological advances in the industry coupled with an increase in demand for agricultural products and a workforce with an average age nearing 60 means there is an urgency to increase the number of students who choose to pursue agricultural education at the secondary and postsecondary levels. The lack of a skilled agricultural workforce is a top inhibitor of growth and expansion for many Tennessee agriculture entities.

The Partnership in Agricultural Education collaborative lead by the Tennessee College of Applied Technology Crump and The University of Tennessee at Martin will contribute to the growth and prosperity of rural West Tennessee by identifying agricultural employment needs, attracting workers to fill these needs, and providing the workforce with training and education to meet the available needs. The collaborative and its partners will support Tennessee's position as a national leader in agriculture and make a significant contribution to West Tennessee's self-proclaimed title of "AgTech Capital of the World" by creating opportunities for stakeholders to engage in deliberate discussions about the challenges and opportunities ahead and approaches to deal with them.

The PAE collaborative includes 15 agricultural industry partners from 6 Tennessee counties; the Tennessee Farmers Cooperative; AgriCenter International; and two higher education institutions including the Tennessee College of Applied Technology Crump and The University of Tennessee at Martin. Partnering K-12 systems include Chester, Decatur, Hardin, Henderson, McNairy, and Wayne County Schools. Realizing the importance of agriculture to rural prosperity, a strong economy and the creation of job opportunities the following workforce and economic development agencies have also joined the PAE collaborative: Southwest Tennessee Workforce Development Board, McNairy County Economic Development & Chamber of Commerce, Savannah Industrial Development Corporation, Decatur County Chamber of Commerce / Decatur County Joint Economic & Community Development Board and the Wayne County Joint Economic and Community Development Board.

Section 1: Demonstration of Need

The Tennessee College of Applied Technology (TCAT) Crump in partnership with the University of Tennessee at Martin (UT Martin) is applying for this GIVE Grant to identify and address the “skills gaps” in the agricultural workforce. According to USDA and the UT Institute of Agriculture, agricultural revenue is over \$1.1 billion and there are more than 6,900 farms in the Tennessee College of Applied Technology Crump service area across Chester, Decatur, Hardin, Henderson, McNairy and Wayne counties. This industry employs 5,778 agricultural workers in the six counties with demand for employees growing. Technological advances in the industry coupled with an increase in demand for agricultural products and a workforce with an average age nearing 60 means there is an urgency to increase the number of students who choose to pursue agricultural education at the secondary and postsecondary levels.

The Partnership in Agricultural Education will have a significant impact on providing the skilled agricultural workforce the industry needs to meet the challenges due to rapid technological change and a decline in the available workforce. Agriculture’s importance in daily living and in supporting a strong and robust economy through the production of affordable food, fiber products, renewable energy and the creation of jobs cannot be overlooked.

Local industries have expressed a tremendous need for agricultural employees. The Tennessee College of Applied Technology Crump and The University of Tennessee at Martin conducted an Agricultural Workforce Needs Survey (Appendix A) to assess the workforce needs of employers. 107 agricultural related employers with a total workforce of 131,810 responded to the survey. Several of the employers including

Syngenta (8000 employees), BASF (125,000 employees), Drexel Chemical Company (325 employees) have Tennessee based operations as well as throughout the United States and internationally. However, the employment and workforce needs data only represents their Tennessee operations. The survey speaks loudly about the critical shortage of a skilled agricultural workforce. 85% of survey respondents indicated the lack of an available skilled workforce affected their business operations. Over the next 5 years from 2020 to 2025 the employers expect to hire employees in the following areas: 364 Crop Production, 271 Livestock Production, 271 Precision Ag, 301 Agricultural Retail, 123 Farming Operations for a total workforce need of 1,330 agricultural employees. This is a need that cannot be met with current student enrollment levels in secondary and post-secondary agricultural programs.

The Agricultural Workforce Needs Survey also captured both entry level and seasoned agricultural employee pay rates. The average entry level pay rate was reported to be \$11.57 per hour and the seasoned skilled employee average hourly rate of pay was \$19.14. The agricultural sector provides good quality jobs with average wages exceeding the Living Hourly Wage of \$10:08 for the region (MIT Living Wage Calculator for a single adult (Appendix B).

Data provided by the Tennessee Department of Labor & Workforce Development, (EMSI, February 2019, Appendix C) for West Tennessee counties shows strong workforce demand of 434 job openings (2018 - 2023) for agriculture employees and a 9.9% positive growth in jobs.

Agricultural Industry representatives unanimously expressed the need for training programs to be developed that would enhance the available workforce specifically in

relation to farming operations technology. The pipeline of students entering agricultural education also needs to be increased and a pathway identified so that there are relevant and industry valued credentials and educational programs at the secondary, post-secondary technical college and degree granting institution levels. This places a heavy emphasis on the need for the Partnership in Agricultural Education Collaborative and the funds provided through the GIVE Grant.

Section 2. Program Plan

GIVE Grant funding will enable the development and implementation of employer-driven career pathways to funnel skilled workers into high-demand agricultural sector jobs. The Partnership in Agricultural Education (PAE) Collaborative project will build an education pathway for traditional students, nontraditional students, and current agricultural industry workers serving the entire workforce development spectrum. The Farming Operations Technology program will serve an essential function in helping to meet employer needs. High School Career & Technical Education students will have the opportunity through dual enrollment or dual credit to start their learning process early in agricultural education, earning industry-recognized credentials while accelerating their progress through post-secondary education.

Input and collaboration of many individuals and entities will be essential to make the PAE collaborative project successful. For guidance in starting and maintaining successful programs a Steering Committee made up of the partners will be established. The primary purpose of the Steering Committee will be to provide governance and accountability for the project and to assist PAE secondary and post-secondary instructors and administrators in assessing the program's goals and providing feedback.

The project timeline and overview of the activities for planning and implementation of the PAE Collaboration are outlined in the Appendix D.

All partners in the PAE GIVE Grant Collaborative have signed a MOU for participating in evaluation activities and data sharing that will be used to share outcomes of activities funded through the grant project. This Partner MOU is in the Appendix E.

In order to meet the requirements of a Project Governance and accountability Plan, the Project Director / Co-Director will convene the Steering Committee meetings with all mandatory partners. During these meetings the project activities and critical actions will be reviewed and accountability measures put into place to insure that the project stays on target. The Project Director / Co-Director will maintain the project plan that tracks all activities and intended outcomes to keep the project on track throughout the course of the grant period. The Project Director / Co-Director and Steering Committee will be ultimately accountable for the success of the GIVE Grant. This group will meet annually with all partners to review project activities, goals, objectives and progress in order to advise on changes or updates to be made.

The Drive to 55 initiative seeks to have 55% of Tennesseans with a postsecondary degree or certification by 2025. This project will enable local school districts, TCAT Crump and UT Martin to start this credentialing process earlier in the student's educational career by providing work-based learning activities as early as the elementary school level so that students may make informed career decisions during their secondary school enrollment and begin earning dual enrollment credits and industry-recognized credentials in high school. From 2020 to 2025 employers

responding to the Agricultural Workforce Needs Survey expected to hire employees in the following areas: 364 Crop Production, 271 Livestock Production, 271 Precision Ag, 301 Agricultural Retail, 123 Farming Operations for a total workforce need of 1,330 agricultural employees. Employers responding to this survey also indicated the need for Agricultural based certifications in Master Beef Producer, Master Logger, Beef Quality Assurance Certification, Certified Pesticide Applicator and Pork Quality Assurance Certification. This proposal will clearly support the region's Drive to 55 efforts to increase the number of citizens with a post-secondary credential or certification, narrow the skills gap, and provide the workforce employers need to prosper.

The role of the proposed equipment requests is to insure that the proper equipment is available to implement the Farming Operations Technology Program, to provide dual enrollment and dual credit opportunities at the secondary level for both UT Martin and TCAT Crump, to provide professional development for faculty and staff, and to offer work-based learning opportunities between UT Martin, TCAT Crump and the K-12 partners. The equipment selected will train students in the most current aspects of the agricultural industry. Industry partners have provided some guidance on the needed equipment and materials and will continue to be utilized as a resource throughout the equipment acquisition process in order to insure success once students are placed into work-based learning. All equipment will be placed on inventory with TCAT Crump.

A major responsibility of the PAE Coordinator position will be to continue to develop, expand and coordinate the work-based learning activities as they relate to the agricultural related programs of study. The Tennessee Department of Education Work-Based Learning Policy Guide will be used to guide these activities. These work-based

learning activities will span the education continuum from elementary through middle and high school and post-secondary education. The Coordinator will be the central point of contact for supervisors and develop and maintain career training activities which include on-the-job training, internships and cooperative education opportunities. The Coordinator will also work with employers to provide externship and professional development opportunities for educators to gain experience with industry standards and modern skills and technology. Employer partners have signed a Work-Based Learning Memorandum of Understanding detailing guidelines for implementing capstone work-based learning experiences at both the secondary and post-secondary levels. These signed MOUs are included in Appendix F. The position description of the PAE Coordinator is also included as Appendix G.

Improving work ethics is important. According to responses on the Agricultural Workforce Needs Survey, 72% of employers indicated dissatisfaction with applicants' work ethic skills with attendance, productivity, attitude and communications listed as the top 4 concerns. The Tennessee College of Applied Technology Crump incorporates the Georgia Work Ethics Program as part of its mandatory coursework in every program at the college. All dual enrollment and post-secondary students are required to participate in this program. The program covers ten work ethics traits: attendance, character, teamwork, appearance, attitude, productivity, organizational skills, communication, cooperation and respect. The PAE Coordinator will work with K-12 partners to expand this program or a similar program to earlier grades so that good worker ethics are modeled and developed during the earliest stages of the student's educational career and personal development.

UT Martin plans to offer 4 externship programs on Agricultural-related topic to provide educators and guidance counselors training and insight into the demands of specific career agricultural career opportunities through onsite experiences on campus facilities. Externships provide a full range of learning opportunities for teachers that share key characteristics:

- Engaging teachers in learning about the nature of the agricultural work environment
- Familiarizing teachers with the academic, technical, and 21st century knowledge, skills, and dispositions required for success on the job
- Keeping teachers and counselors abreast of current and emerging career opportunities
- Expanding teachers' knowledge of the education and training requirements required for different positions
- Create lasting partnerships between businesses, primary schools, TCAT Crump and UTM.

The Department of Agriculture, Geosciences, and Natural Resources at UT Martin has experience in providing similar programs to both teachers and students including WestTeach, Skyhawk Summer Academy, TN Governor's School for Agricultural Sciences, Disaster Animal Response Team (DART) training and Various Other Workshops throughout the year. For the proposed GIVE program we will offer the following Agriculture-related externship programs normally over two days. These are Livestock Production, Poultry Production, Precision Agriculture, and Row Crop

Production. Programs will include both lecture and experiential learning. Specific

Topics include:

Livestock Production:

- Careers in Animal Science
- Livestock Behavior and Handling
- Animal Health
- Animal Nutrition
- Animal Reproduction and Genetics
- Goat and Sheep Production
- Beef Cattle Production
- Swine Production

Poultry Production

- Careers in the Poultry Industry
- Poultry Health
- Poultry Nutrition
- Poultry Reproduction and Genetics
- Broiler Production
- Other Poultry Topics

Precision Agriculture

- Careers in Precision Agriculture
- Agricultural Mechanization Now and in the Future
- Global Information and Positioning Systems in Agriculture
- Variable Rate Farming

- Precision Irrigation

- Drones

Row Crop Production

- Careers in Plant and Soil Science
- Soil Fertility and Dynamics
- Planting
- Crop Protection
- Harvest
- Corn Production
- Soybean Production
- Cotton Production
- Alternative Crops (Hemp, Indigo, etc.)

The externship experience will be provided by UT Martin Faculty and other Industry Experts.

In addition, PAE participants, faculty and staff will have the opportunity for work-based learning, field trips, lectures, and internships with AgriCenter International as they are participating as a work-based learning partner in the PAE Collaborative.

Section 3: Strength of Partnership

This industry-led project is the result of close collaboration between the Tennessee College of Applied Technology Crump, The University of Tennessee at Martin, agricultural industry partners, local school districts, local government, economic development agencies, and the regional Workforce Investment Board. All mandatory partners have demonstrated their commitment to the grant project by signing the

“Memorandum of Understanding Among the Partners of the Partnership in Agricultural Education (PAE) Collaborative” which describes the purpose, vision of the project, and goals as well as outlines each partner’s benefits, roles and responsibilities. The MOU and partner signature pages are included in Appendix E.

Section 4: Budget Plan

All GIVE Grant funds will be used for purchasing equipment, salaries and benefits, and indirect costs that directly support the PAE GIVE grant project. TCAT Crump will use GIVE grant funds to hire an instructor for the Farming Operations Technology Program as well as to hire a PAE Coordinator. Grant funds will also be utilized for the capital purchases of equipment necessary for start-up of the identified programs. A detailed financial plan and a completed budget template is included in Appendix H.

Section 5: Sustainability

The Tennessee College of Applied Technology Crump has been in existence for over 50 years and continues to maintain strong enrollment, completion and placement of students. After initial start-up funds through the GIVE grant have been spent TCAT Crump will sustain the programs and PAE Coordinator through school funds from tuition and fees and state appropriations. The internal maintenance department at TCAT Crump will provide the needed long term resources to maintain and repair equipment purchased. Equipment maintenance and replacement will become part of the college’s maintenance plan and repaired or replaced when needed.

It is the desire of the governance that employers will see the value of the addition of this skilled workforce and that grant activities including internships, externships, work-

based learning, and the PAE collaboration partnership will continue without GIVE funding well beyond the 30 month project period.

Section 6: Economic Status Acknowledgment

This R-TEC GIVE grant proposal will implement new work-based learning opportunities, employer driven early post-secondary industrial credentials, dual credit and dual enrollment opportunities and post-secondary new programs of study in two distressed counties, McNairy and Wayne Counties, and three at-risk counties, Decatur, Hardin, Henderson Counties, as defined by the TN ECD (Appendix H).

PAE GRANT BUDGET

GIVE Program Competitive Grant				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following				
Applicable Period:		BEGIN: October 24, 2019 END: April 25, 2022		
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	382,500	0.00	521,625
4, 15	Professional Fee, Grant & Award ²	0.00	0.00	0.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	0.00	0.00	0.00
11, 12	Travel, Conferences & Meetings	0.00	0.00	0.00
13	Interest ²	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance To Individuals	0.00	0.00	0.00
17	Depreciation ²	0.00	0.00	0.00
18	Other Non-Personnel ²	0.00	0.00	0.00
20	Capital Purchase ²	569,860	0.00	419,590
22	Indirect Cost	47,618	0.00	56,473
24	In-Kind Expense	0.00	0.00	0.00
25	GRAND TOTAL	999,978	0.00	997,688

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Sub recipients of Federal and State Grant Monies*, Appendix A. (posted on the Internet at: www.state.tn.us/finance/act/documents/policy3.pdf).

² Applicable detail follows this page if line-item is funded.

PAE GIVE Grant Budget Line-Item Details

Salaries, Benefits & Taxes

Position Title	Salaries and Wages	Employee Benefits & Payroll Taxes
Farming Operations Technology Instructor	\$131,250	\$65,625
PAE Coordinator	\$123,750	\$61,875
TOTAL	\$255,000.00	\$127,500.00

Capital Purchase TCAT Crump

Classroom Furniture	\$15,000
Classroom Computers	20,000
John Deere Simulator	40,000
I Pad (10)	8,000
Mechanical Training System Level 1	88,750
Snap-on Precision Measuring Instrument Kit	27,500
Drone w/NDVI Sensor	11,000
FAA Certification for Educators	300
Drone Software	900
Raven Desktop Simulators	10,000
Raven Auto Steer Simulator	11,000
Raven Hawkeye Demo Stand	14,000
Farm Safety Video	1,200
Ride-On Sprayer/Spreader Simulator	12,000
Ag Leader Guidance System	2,500
Shop Safety Equipment	5,000
Precision Software Subscription	10,000
EID Scanner and Software	12,600
Nutrition Software	5,000
Livestock Ultrasound	5,000
Belt Lacer with belting	2,500
Transit	3,500
Industrial Tool Box (2)	4,000
Hand Tools	2,280
Complete Tool Bag	1,120
Measuring Instruments	840
Portable Air Compressor and Accessories	4,500
Air Impact Tools	1,240
Air Impact Torque Adapter	890
Power Tools	3,580
Drill Press and Accessories	2,300
Tool Carts	400

Bearing Tool Kit	980
Greasing Equipment	780
Band Saw	3,270
Presses	1,100
Bench Grinder	575
Shop Vice	260
Jacks and Jack Stands	1,280
Cordless Hand Tools	1,200
Shop Work Tables	770
Parts Bins	1,500
Steam Cleaner	4,500
Parts Washer	260
Cutting Torch Set	1,500
Welder with Accessories	3,150
Tire Changing Equipment	4,700
Animal Health Equipment	2,500
Animal Handling Equipment Simulator	8,500
Fencing Simulation Equipment	520
Forage Testing Kits	820
Soil Health Instruments	1,825
Agronomy Scouting Tools	1,250
HVAC Recovery System	3,620
	\$371,760.00

Capital Purchases UTM

Distant Learning Center TCAT Crump	\$10,000
Distant Learning Center UMT Selmer	10,000
Distant Learning Center Agricultural Learning Center-Waynesboro	10,000
Travel Funds for Work Based Learning Opportunities	5,0000
Drone for Coon Creek Educational Center	5,000
Total	\$40,000

Travel

Work Based Learning Opportunities for Dual Enrollment Students	\$36,300
Work Based Learning Opportunities for Post-Secondary Students	16,800
Educator Externships	15,000
Total	\$68,100.00

Capital Purchases for Partnership High Schools

Chester County High School Dual Enrollment Equipment	
Raven Desktop Simulator	\$7,000
Drone	3,000
Decatur County-Riverside High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Hardin County High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Henderson County High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Scotts Hill High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
McNairy County High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Adamsville High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Wayne County High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Collinwood High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Total	\$90,000

Indirect Cost

5% Administrative funding for functions related to administration, project reporting, purchasing, financial management, data evaluation	\$47,618
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APPENDIX A



TENNESSEE COLLEGE OF APPLIED TECHNOLOGY

CRUMP

AGRICULTURAL WORKFORCE NEEDS SURVEY

Thank you for participating in our Workforce Needs Survey. Your responses will help in bridging the gap between education and industry. Our goal is to ensure that you, as an employer, have ready access to the workforce that you need both today and into the future.

Date Completed: _____

Employer Name: _____

Contact Name: _____

Contact Phone: _____

Contact Email: _____

Total Employees: _____

Please check the job types available to employees within your organization? How many do you expect to hire in each category in the next five years?

JOB CLASSIFICATION	CHECK ALL THAT APPLY	EXPECTED HIRE AMOUNT
Crop Production		
Livestock Production		
Precision Ag		
Agricultural Retail		
Farming Operations		
Diesel Mechanic/Equipment Mechanic		
Truck Driving		

Does the lack of an available skilled workforce affect your business operation? ____ YES ____ NO

What is your entry-level wage for skilled agricultural employees? \$_____

What is the top of pay scale for seasoned employees? \$_____

What agricultural based certifications or certificates does your organization prefer? Check all that apply.

Master Beef Producer	
Master Logger	
Beef Quality Assurance Certification	
Certified Pesticide Applicator	
Pork Quality Assurance Certification	
Other:	

What is your opinion of the applicants you receive for job vacancies?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
In general, applicants fulfill the necessary requirements.					
Applicants are fulfilling the basic skills required for vacant positions (reading, mathematics, writing)					
Applicants are fulfilling the technical "know how" skills required for vacant positions.					
Applicants are fulfilling the work ethic skills required for vacant positions which includes Attendance, Character, Teamwork, Appearance, Attitude, Productivity, Organization Skills, Communications, Cooperation, Respect					

Which "soft" occupational skills are applicants usually lacking? Please check all that apply.

Attendance	
Character	
Teamwork	
Appearance	
Attitude	
Productivity	
Organization Skills	
Communications	
Cooperation	
Respect	

Which “Hard” or Occupational Skills are Applicants generally lacking? (Please check all that apply)

Safety/First Aid/CPR	
Livestock Handling & Maintenance	
Soil Sampling	
Plant & Soil Maintenance	
Pesticide Handling	
Grain Handling	
Maintenance/Shop Principles	
Basic Electricity	
Welding	
Equipment/Machinery Operation	
Building Construction	
Precision Ag Technology	
Critical/Analytical Thinking	
General Office Software (word processing, spreadsheets, etc.)	
Farm Finance/Record Keeping	
Other	

Would your organization be willing to provide work-based learning experiences to students such as work place tours, field days, guest speakers, job shadowing, paid internships, and on-the-job training? _____ YES _____ NO

Would your organization give preference to applicants who have earned certification or who have graduated from a Farming Operations Technology program? _____ YES _____ NO

Would you like the results of the survey E-mailed to you? _____ YES _____ NO

APPENDIX B

Living Wage Calculation for Chester County, Tennessee

The living wage shown is the hourly rate that an **individual** must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are **per adult in a family** unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison.

For further detail, please reference the technical documentation here (</resources/Living-Wage-User-Guide-and-Technical-Notes-2018.pdf>).

Hourly Wages	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2
Living Wage	\$10.41	\$21.44	\$24.93	\$30.77	\$17.10	\$20.34	\$22.78	\$25.41	\$
Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14	
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	

*Documentation for families with an adult working part-time is available separately, here. (</resources/MIT-Part-Time-Documentation.pdf>)

Typical Expenses

These figures show the individual expenses that went into the living wage estimate. Their values vary by family size, composition, and the current location.

Annual Expenses	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children
Food	\$2,994	\$4,413	\$6,644	\$8,812	\$5,489	\$6,832	\$8,822	\$10,741
Child Care	\$0	\$5,975	\$8,575	\$11,176	\$0	\$0	\$0	\$0
Medical	\$2,208	\$6,821	\$6,478	\$6,560	\$5,371	\$6,478	\$6,560	\$6,279
Housing	\$6,360	\$8,808	\$8,808	\$12,228	\$7,236	\$8,808	\$8,808	\$12,228

Living Wage Calculation for Wayne County, Tennessee

The living wage shown is the hourly rate that an **individual** must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are **per adult in a family** unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison.

For further detail, please reference the technical documentation here (</resources/Living-Wage-User-Guide-and-Technical-Notes-2018.pdf>).

Hourly Wages	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2
Living Wage	\$9.88	\$20.65	\$24.14	\$29.13	\$16.21	\$19.54	\$21.99	\$23.77	\$
Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14	
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	

*Documentation for families with an adult working part-time is available separately, here. (</resources/MIT-Part-Time-Documentation.pdf>)

Typical Expenses

These figures show the individual expenses that went into the living wage estimate. Their values vary by family size, composition, and the current location.

Annual Expenses	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children
Food	\$2,994	\$4,413	\$6,644	\$8,812	\$5,489	\$6,832	\$8,822	\$10,741
Child Care	\$0	\$5,975	\$8,575	\$11,176	\$0	\$0	\$0	\$0
Medical	\$2,208	\$6,821	\$6,478	\$6,560	\$5,371	\$6,478	\$6,560	\$6,279
Housing	\$5,388	\$7,356	\$7,356	\$9,228	\$5,604	\$7,356	\$7,356	\$9,228

Living Wage Calculation for McNairy County, Tennessee

The living wage shown is the hourly rate that an **individual** must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are **per adult in a family** unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison.

For further detail, please reference the technical documentation here (</resources/Living-Wage-User-Guide-and-Technical-Notes-2018.pdf>).

Hourly Wages	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2
Living Wage	\$9.88	\$20.65	\$24.14	\$29.37	\$16.17	\$19.54	\$21.99	\$24.01	\$
Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14	
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	

*Documentation for families with an adult working part-time is available separately, here. (</resources/MIT-Part-Time-Documentation.pdf>)

Typical Expenses

These figures show the individual expenses that went into the living wage estimate. Their values vary by family size, composition, and the current location.

Annual Expenses	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children
Food	\$2,994	\$4,413	\$6,644	\$8,812	\$5,489	\$6,832	\$8,822	\$10,741
Child Care	\$0	\$5,975	\$8,575	\$11,176	\$0	\$0	\$0	\$0
Medical	\$2,208	\$6,821	\$6,478	\$6,560	\$5,371	\$6,478	\$6,560	\$6,279
Housing	\$5,388	\$7,356	\$7,356	\$9,672	\$5,532	\$7,356	\$7,356	\$9,672

Living Wage Calculation for Hardin County, Tennessee

The living wage shown is the hourly rate that an **individual** must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are **per adult in a family** unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison.

For further detail, please reference the technical documentation here (</resources/Living-Wage-User-Guide-and-Technical-Notes-2018.pdf>).

Hourly Wages	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2
Living Wage	\$10.21	\$21.09	\$24.58	\$29.69	\$16.50	\$19.99	\$22.43	\$24.33	\$
Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14	
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	

*Documentation for families with an adult working part-time is available separately, here. (</resources/MIT-Part-Time-Documentation.pdf>)

Typical Expenses

These figures show the individual expenses that went into the living wage estimate. Their values vary by family size, composition, and the current location.

Annual Expenses	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children
Food	\$2,994	\$4,413	\$6,644	\$8,812	\$5,489	\$6,832	\$8,822	\$10,741
Child Care	\$0	\$5,975	\$8,575	\$11,176	\$0	\$0	\$0	\$0
Medical	\$2,208	\$6,821	\$6,478	\$6,560	\$5,371	\$6,478	\$6,560	\$6,279
Housing	\$5,988	\$8,172	\$8,172	\$10,248	\$6,144	\$8,172	\$8,172	\$10,248

Living Wage Calculation for Decatur County, Tennessee

The living wage shown is the hourly rate that an **individual** must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are **per adult in a family** unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison.

For further detail, please reference the technical documentation here (</resources/Living-Wage-User-Guide-and-Technical-Notes-2018.pdf>).

Hourly Wages	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2
Living Wage	\$9.90	\$20.65	\$24.14	\$29.36	\$16.65	\$19.54	\$21.99	\$24.00	\$
Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14	
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	

*Documentation for families with an adult working part-time is available separately, here. (</resources/MIT-Part-Time-Documentation.pdf>)

Typical Expenses

These figures show the individual expenses that went into the living wage estimate. Their values vary by family size, composition, and the current location.

Annual Expenses	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children
Food	\$2,994	\$4,413	\$6,644	\$8,812	\$5,489	\$6,832	\$8,822	\$10,741
Child Care	\$0	\$5,975	\$8,575	\$11,176	\$0	\$0	\$0	\$0
Medical	\$2,208	\$6,821	\$6,478	\$6,560	\$5,371	\$6,478	\$6,560	\$6,279
Housing	\$5,424	\$7,356	\$7,356	\$9,648	\$6,408	\$7,356	\$7,356	\$9,648

Living Wage Calculation for Henderson County, Tennessee

The living wage shown is the hourly rate that an **individual** must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are **per adult in a family** unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison.

For further detail, please reference the technical documentation here (</resources/Living-Wage-User-Guide-and-Technical-Notes-2018.pdf>).

Hourly Wages	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 (F 1
Living Wage	\$10.17	\$21.04	\$24.53	\$29.62	\$16.46	\$19.94	\$22.38	\$24.26	\$
Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14	
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	

*Documentation for families with an adult working part-time is available separately, here. (</resources/MIT-Part-Time-Documentation.pdf>)

Typical Expenses

These figures show the individual expenses that went into the living wage estimate. Their values vary by family size, composition, and the current location.

Annual Expenses	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children
Food	\$2,994	\$4,413	\$6,644	\$8,812	\$5,489	\$6,832	\$8,822	\$10,741
Child Care	\$0	\$5,975	\$8,575	\$11,176	\$0	\$0	\$0	\$0
Medical	\$2,208	\$6,821	\$6,478	\$6,560	\$5,371	\$6,478	\$6,560	\$6,279
Housing	\$5,916	\$8,076	\$8,076	\$10,128	\$6,072	\$8,076	\$8,076	\$10,128

APPENDIX C

Industry Snapshot

Emsi Q1 2019 Data Set

February 2019

Northwest Tennessee Workforce Board



708 E. Court Street
Dyersburg, Tennessee 38024

Parameters

Industries

Code	Description
11	Agriculture, Forestry, Fishing and Hunting

Regions

Code	Description
47005	Benton County, TN
47017	Carroll County, TN
47033	Crockett County, TN
47045	Dyer County, TN
47053	Gibson County, TN
47079	Henry County, TN
47095	Lake County, TN
47131	Obion County, TN
47183	Weakley County, TN

Timeframe

2018 - 2023

Datarun

2019.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed

Agriculture, Forestry, Fishing and Hunting in Northwest TN

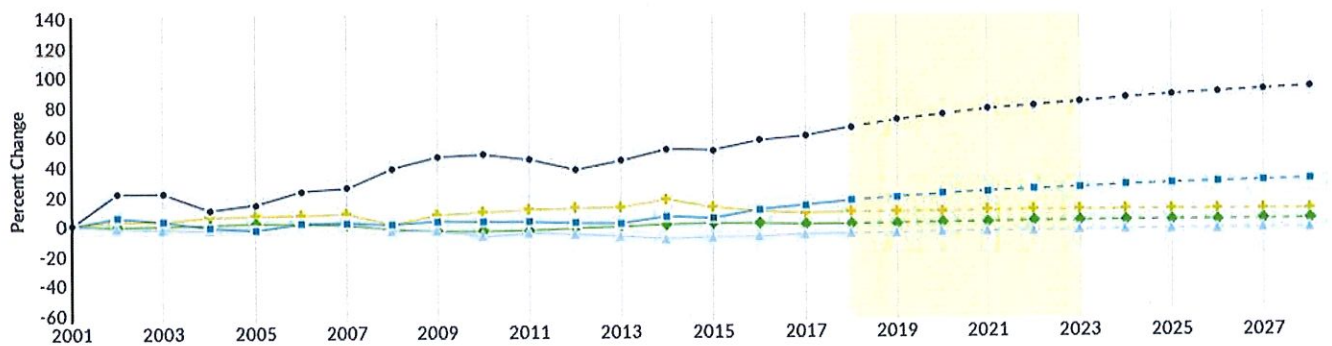
Industry Summary for Agriculture, Forestry, Fishing and Hunting

2,724 Jobs (2018) 154% above National average	9.9% % Change (2018-2023) Nation: 1.6%	\$31,304 Avg. Earnings Per Job (2018) Nation: \$38,411
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Industry Detail

Payrolled Business Locations (2018)	121
Jobs Multiplier	Only Available for 6-Digit
Unemployed (10/2018)	96

Regional Trends



	Region	2018 Jobs	2023 Jobs	Change	% Change
●	Region	2,724	2,993	269	9.9%
■	West TN	6,015	6,449	434	7.2%
▲	State	21,831	22,219	388	1.8%
●	Nation	1,914,215	1,944,563	30,348	1.6%
●	All Counties	14,068	14,159	91	0.6%

Occupations Employed by this Industry

Description	Employed in Industry (2018)	% of Total Jobs in Industry (2018)
Farmers, Ranchers, and Other Agricultural Managers	1,156	42.4%
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	689	25.3%
Agricultural Equipment Operators	79	2.9%
Farmworkers, Farm, Ranch, and Aquacultural Animals	65	2.4%
Logging Equipment Operators	59	2.2%

Industry Gender Breakdown



Gender		2018 Jobs	2018 Percent	
•	Males	2,228	81.8%	<div></div>
•	Females	495	18.2%	<div></div>

Industry Age Breakdown



	Age	2018 Jobs	2018 Percent
●	14-18	21	0.8%
●	19-24	162	5.9% ■
●	25-34	379	13.9% ■■
●	35-44	445	16.4% ■■■
●	45-54	691	25.4% ■■■■
●	55-64	631	23.2% ■■■■
●	65+	394	14.5% ■■■■

Industry Race/Ethnicity Breakdown



	Race/Ethnicity	2018 Jobs	2018 Percent	
●	White	2,359	86.6%	
●	Hispanic or Latino	193	7.1%	
●	Black or African American	119	4.4%	
●	Two or More Races	44	1.6%	
●	Asian	9	0.3%	
●	American Indian or Alaska Native	1	0.0%	
●	Native Hawaiian or Other Pacific Islander	0	0.0%	

Industry Requirements

Purchases from	In-region Purchases	Imported Purchases	Total Purchases
Animal Production	\$10,597,982	\$37,525,077	\$48,123,058
Other Animal Food Manufacturing	\$12,528	\$42,060,069	\$42,072,597
Crop Production	\$10,059,950	\$20,904,246	\$30,964,196
Lessors of Residential Buildings and Dwellings	\$9,566,161	\$3,074,812	\$12,640,973
Farm Labor Contractors and Crew Leaders	\$8,691,922	\$3,782,604	\$12,474,525

Top Regional Businesses

Business Name	Industry Name	Business Size
Tosh Farms Elevator	Crop Production (111000)	220
Tosh Pork	Animal Production (112000)	97
Espey Gin Company	Farm Management Services (115116)	60
Harber & Laman Llc	Support Activities for Animal Production (115210)	36
Middleton Lumber Company Llc	Logging (113310)	35

Appendix A - Data Sources and Calculations

Industry Data

Emsi industry data have various sources depending on the class of worker. (1) For QCEW Employees, Emsi primarily uses the QCEW (Quarterly Census of Employment and Wages), with supplemental estimates from County Business Patterns. (2) Non-QCEW employees data are based on a number of sources including QCEW, Current Employment Statistics, County Business Patterns, BEA State and Local Personal Income reports, the National Industry-Occupation Employment Matrix (NIOEM), the American Community Survey, and Railroad Retirement Board statistics. (3) Self-Employed and Extended Proprietor classes of worker data are primarily based on the American Community Survey, Nonemployer Statistics, and BEA State and Local Personal Income Reports. Projections for QCEW and Non-QCEW Employees are informed by NIOEM and long-term industry projections published by individual states.

Unemployment Data

The unemployment data in this report comes from the Bureau of Labor Statistics' Local Area Unemployment Statistics and the Department of Labor's Characteristics of the Insured Unemployed.

Staffing Patterns Data

The staffing pattern data in this report are compiled from several sources using a specialized process. For QCEW and Non-QCEW Employees classes of worker, sources include Occupational Employment Statistics, the National Industry-Occupation Employment Matrix, and the American Community Survey. For the Self-Employed and Extended Proprietors classes of worker, the primary source is the American Community Survey, with a small amount of information from Occupational Employment Statistics.

Input-Output Data

The input-output model in this report is Emsi's gravitational flows multi-regional social account matrix model (MR-SAM). It is based on data from the Census Bureau's Current Population Survey and American Community Survey; as well as the Bureau of Economic Analysis' National Income and Product Accounts, Input-Output Make and Use Tables, and Gross State Product data. In addition, several Emsi in-house data sets are used, as well as data from Oak Ridge National Labs on the cost of transportation between counties.

DatabaseUSA.com Business-Level Data

Data for individual businesses is provided by DatabaseUSA.com, which maintains a database of more than 14 million U.S. business entities. Note that in aggregate it will not be consistent with Emsi labor market data due to differences in definitions, methodology, coverage, and industry/geographic classification.

State Data Sources

This report uses state data from the following agencies: Arkansas Department of Workforce Services; Kentucky Office of Employment and Training; Missouri Department of Economic Development; Tennessee Department of Labor and Workforce Development, Research and Statistics Division

APPENDIX D

PAE Timeline and Overview

Date	Overview of Major Activities
October 2019	Grant approval by THEC
November 2019	Project Director / Co-Director and Partners meet; project goals clarified and tasks assigned. Steering Committee assigned.
December 2019	Public Announcement of Grant Award
December 2019	Steering Committee Meets to review project objectives and goals
December 2019	Meeting with K-12 Local Education Institutions to review and finalize benefits and responsibilities
December 2019	Finalize Credit Articulation between TCAT Crump and UT Martin
January 2020	PAE Collaborative Coordinator hired
January 2020	Enroll 50 Dual Enrollment students from partnering K-12 Institutions
January 2019	Steering Committee Meets to review project objectives and goals
January 2020	Enroll 5 students in the Farming Operations Technology (FOT) program
January 2020	Compile first phase equipment purchase list for TCAT Crump and K-12 Partners and initiate bid process
February 2020	Work-Based Learning experiences at the K-12 level planned and implemented with Career Awareness activities
February 2020	Work with TN Department of Education to create state-wide dual credit program
February 2019	Steering Committee Meets to review project objectives and goals
March 2020	Plan to receive and install first phase Farming Operations Technology equipment
March 2020	Engage K-12 and Post-Secondary Educators in planning Educator Externship Program
April 2020	Compile second phase equipment purchase list for TCAT Crump and K-12 Partners and initiate bid process
May 2020	State-wide dual credit program for agriculture planned and submitted for approval with TN Department of Education and Tennessee Board of Regents
June 2020	Steering Committee begins quarterly meetings to receive updates and progress reports for PAE Collaborative activities
June 2020	Enroll 5 graduating Dual Enrollment Students in Post-Secondary FOT Program
July 2020	Plan to receive and install second phase Farming Operations Technology equipment
August 2020	Finalize plans for Engaging K-12 and Post-Secondary Educators in Educator Externship Program
August 2020	Finalize Work-Based Learning experiences at the K-12 level for Career Exploration activities
September 2020	Steering Committee quarterly meeting to receive updates and progress reports for PAE Collaborative activities
September 2020	Work-Based Learning experiences at the K-12 level planned and implemented with Career Exploration activities
September 2020	Farming Operations Technology enrolls students to complete 20

PAE Timeline and Overview

	student enrollment goal
September 2020	Enroll 150 Dual Enrollment students from partnering K-12 Institutions
November 2020	Compile and begin bid process for third phase equipment purchase list for TCAT Crump and K-12 Partners
December 2020	Annual Meeting of steering committee and partners to review project activities, goals, objectives and progress in order to advise on changes or updates to be made
January 2021	Work-Based Learning experiences at the K-12 level planned and implemented with Career Preparation and Training activities
January 2021	Plan to receive and install phase 3 Farming Operations Technology equipment
January 2021	Enroll 200 Dual Enrollment students from partnering K-12 Institutions
March 2021	Steering Committee quarterly meeting to receive updates and progress reports for PAE Collaborative activities
April 2021	Compile and begin bid process for final phase equipment purchase list for TCAT Crump and K-12 Partners
May 2021	Work-Based Learning experiences at the post-secondary level such as cooperative education begin
June 2021	Steering Committee quarterly meeting to receive updates and progress reports for PAE Collaborative activities
July 2021	5 Students Complete Farming Operations Technology Program
July 2021	Plan to receive and install final purchase of Farming Operations Technology equipment
September 2021	Steering Committee quarterly meeting to receive updates and progress reports for PAE Collaborative activities
September 2021	Enroll 200 Dual Enrollment students from partnering K-12 Institutions
September 2021	Award dual credit to former secondary students who continue their educational studies at TCAT Crump
December 2021	Annual Meeting of steering committee and partners to review project activities, goals, objectives and progress in order to advise on changes or updates to be made
January 2022	Enroll 200 Dual Enrollment students from partnering K-12 Institutions
April 25, 2022 and beyond - Post grant activities	Steering committee continues regular meetings and follow-up with partners to maintain program alignment with industry needs and begin new initiatives as needed
May 2022	10 Students complete Farming Operations Technology program with specialized diploma
August 2022	Graduates of TCAT Crump's Farming Operations Technology program enroll at UT Martin and articulate credits
December 2022	Annual Meeting continues of steering committee and partners to review project activities, goals, objectives and progress in order to advise on changes or updates to be made

APPENDIX E

PARTNERSHIP in AGRICULTURAL EDUCATION

Chester, Decatur, Hardin, Henderson, McNairy, Wayne Counties

2019 Governor's Investment in Vocational Education Grant



Tennessee College of Applied Technology Crump
Stephen Milligan, President
3070 Highway 64
Crump, TN 38327
www.tcatcrump.edu

MEMORANDUM OF UNDERSTANDING
Among
the Partners of the
Partnership in Agricultural Education (PAE) Collaborative
Governor's Investment in Vocational Education (GIVE) Grant

PURPOSE

The purpose of this Memorandum of Understanding (MOU) is to establish a cooperative working relationship between the parties of the *Partnership in Agricultural Education* (PAE) regarding their respective benefits, roles and responsibilities. The MOU also serves to establish the framework for achieving the vision and goals of the grant project. This document is not a contract or a legally binding document; rather, it is a Memorandum of Understanding (MOU) between the partners.

DURATION OF MOU

This MOU was designed as an informational document to serve as a record of the relationship of the partners beginning August 2019. The document will be reviewed annually for any changes or modifications, and recommendations will be made to the *Partnership in Agricultural Education* Advisory Committee.

BACKGROUND

The agriculture industry has a major impact on Tennessee's economy and is one of the primary drivers of local economic activity in rural communities across the state. Agriculture accounts for 9.0 percent of the state's economy and generates \$57.6 billion in output. According to USDA and the UT Institute of Agriculture, agricultural revenue is over \$1.1 billion and there are more than 6,900 farms in the Tennessee College of Applied Technology Crump service area across Chester, Decatur, Hardin, Henderson, McNairy and Wayne counties. This industry employs 5,778 agricultural workers in the six counties with demand for employees growing. Technological advances in the industry coupled with an increase in demand for agricultural products and a workforce with an average age nearing 60 means there is an urgency to increase the number of students who choose to pursue agricultural education at the secondary and postsecondary levels. The lack of a skilled agricultural workforce is a top inhibitor of growth and expansion for many Tennessee agriculture entities. The *Partnership in Agricultural Education* collaborative will contribute to the growth and prosperity of rural West Tennessee by identifying employment needs, attracting workers to fill these needs, and providing the workforce with training and education to meet the available needs. The collaborative and its partners will support Tennessee's position as a national leader in agriculture and make a significant contribution to West Tennessee's self-proclaimed title of "AgTech Capital of the World" by creating opportunities for stakeholders to engage in deliberative discussions about the challenges and opportunities ahead and approaches to deal with them.

VISION

The Vision of the *Partnership in Agricultural Education* is to improve the economy of the region where a skilled workforce contributes to economic growth allowing agricultural businesses to find workers with the skills they need to thrive and create a high quality of life.

GOALS

The overall goals of the *Partnership in Agricultural Education* (PAE) are to:

- Change perceptions of the agricultural industry image and provide knowledge of career options
- Increase occupational relevancy in education
- Create more opportunities for work-based learning and workforce engagements
- Create seamless career pathways, aligning education and training programs to employers' needs
- Sustain a demand-driven and adaptable mechanism for ongoing collaboration among the partners
- Prepare students for careers by providing the opportunity to put technical knowledge and skills into practice while also developing employment skills necessary to be successful in the workplace
- Facilitate the transfer of students between Tennessee College of Applied Technology Crump and The University of Tennessee at Martin and to encourage academic and administrative coordination between the institutions in the Farming Operations Technology program

PARTIES TO THE MEMORANDUM OF UNDERSTANDING

Agricultural Partners who recognize the need to attract and develop the next generation agricultural workforce as the single most critical issue facing the industry and the important leadership role they play in order to identify common needs.

Post-Secondary Education Training Partners including post-secondary training and educational institutions providing education and training beyond the high school level.

K-12 Local Education Partners such as high schools and Local Education Agencies representing secondary CTE programs of study and work-based learning to those with interest.

Economic Development and Workforce Partners including the regional workforce development board and county economic development boards and local chambers of commerce.

Individuals and Community Partners who are passionate about the topic and are willing to contribute to the mission of the collaborative.

PARTNER BENEFITS AND RESPONSIBILITIES

Each partner within the *Partnership in Agriculture Education* collaborative can benefit from participation and play a critical role in attracting and developing the future skills in the agricultural workforce in the West Tennessee region. The following outlines those benefits and roles.

AGRICULTURAL PARTNERS Benefits

- ***Gain access*** to students early on in their educational careers, capturing their attention before other competitors have this opportunity
- ***Decrease recruitment and training costs*** by investing training resources toward the student's development ensuring a pool of qualified workers is ready for industry recruitment and/or advancement with education and skills based on agricultural industry needs
- ***Expand workforce diversity***, create an influx of fresh ideas, and gain exposure to technical skills students bring to the workforce
- ***Create a voice to communicate*** participant needs to the education and workforce development communities. Cohesiveness provides a greater and more effective means to address workforce challenges to deliver opportunities that individual employers cannot pursue
- ***Influence education and training*** by informing schools about the skills required to successfully enter the agricultural workforce so they can offer training and education programs that reflect real-world needs
- ***Change perceptions about agriculture*** to attract a more highly skilled workforce by using modernized concepts and promoting agriculture careers throughout the community

AGRICULTURAL PARTNERS Responsibilities

- ***Provide a medium for sharing ideas and best practices*** through networking opportunities and create a "sounding board" for solutions on common problems
- ***Participate in surveys about hiring and training trends***, including current and future hiring projections and skill needs
- ***Provide at least one agricultural work-based learning opportunity***, such as a workplace tour, career fair, career speaker in the classroom, field trip, job shadowing, career mentoring, on-the-job training, cooperative education, or internships

- ***Consult with educational and training partners*** to provide feedback into programs and curriculum
- ***Attend meetings and/or events*** to provide strategic direction, insight, and feedback and share industry knowledge
- ***Participate in evaluation activities*** including Employer Program Verification Forms, sharing feedback and data related to agricultural education and training needs to measure progress and satisfaction

POST-SECONDARY EDUCATION TRAINING INSTITUTIONS Benefits

Post-secondary Education Training Institutions include the Tennessee College of Applied Technology Crump and The University of Tennessee at Martin.

- ***Improve student preparedness*** by aligning programs to specific skills and competencies required
- ***Increase enrollment in the agriculture programs*** through the *Partnership in Agricultural Education* Collaborative outreach and recruitment strategies
- ***Provide more comprehensive and accurate career advisement*** to students through feedback from the agricultural industry about occupational trends
- ***Understand hiring projections*** in order to inform future program development and student recruitment
- ***Partner with other institutions*** in order to create more seamless career pathways for students
- ***Participate in professional development opportunities available***, such as externships with industry partners, in-service training, and agricultural related workplace tours
- ***Strengthen programs*** by incorporating work-based learning components and providing more hands-on opportunities for students
- ***Identify and attract more resources*** to support innovative program design and strengthen agriculture programs

POST-SECONDARY EDUCATION TRAINING INSTITUTIONS Responsibilities

- **Work collaboratively with each other and partners** to identify plausible education and training solutions to workforce needs
- **Participate in evaluation activities**, including sharing data related to agriculture career pathways programs and student performance
- **Contribute to outreach activities** by identifying opportunities to increase awareness of agriculture career pathways, including career fairs, workplace tours, and speaking engagements
- **Incorporate assessments and credentials** that are nationally portable and industry recognized into agriculture career programs
- **Attend collaborative meetings and other events** to provide strategic direction, insight, and feedback
- **Aid in the development of customized curriculum**, when applicable, for a tailored approach to agricultural industry training needs
- **Proactively identify, share and incorporate best practices** about program design and content
- **Develop and modify curricula** together with the *Partnership in Agricultural Education* Collaborative to ensure individuals receive the skills and credentials needed to enter and advance along agricultural career pathways
- **Facilitate the transfer of students** between Tennessee College of Applied Technology Crump and The University of Tennessee at Martin and to encourage academic and administrative coordination between the institutions in the Farming Operations Technology program.

K-12 LOCAL EDUCATION INSTITUTION Benefits

K-12 Local Education Institutions include Chester County School System, Decatur County School System, Hardin County School System, Henderson County School System, McNairy County School System, Wayne County School System, Adamsville High School, Collinwood High School, Chester County High School, Decatur County/Riverside High School, Frank Hughes School, Hardin County High School, Lexington High School, McNairy Central High School, Scotts Hill High School, and Wayne County High School.

- **Improve student preparedness** by aligning programs to specific skills and competencies required

- ***Increase enrollment in the agriculture programs*** through the *Partnership in Agricultural Education* Collaborative outreach and recruitment strategies
- ***Provide more comprehensive and accurate career advisement*** to students through feedback from the agricultural industry about occupational trends
- ***Understand hiring projections*** in order to inform future program development and student recruitment
- ***Partner with other institutions*** in order to create more seamless career pathways for students
- ***Participate in professional development opportunities available***, such as externships with industry partners, in-service training, and agricultural related workplace tours
- ***Strengthen programs*** by incorporating work-based learning components and providing more hands-on opportunities for students
- ***Identify and attract more resources*** to support innovative program design and strengthen agriculture programs

K-12 LOCAL EDUCATION INSTITUTION Responsibilities

- ***Contribute to outreach activities*** by identifying opportunities to increase awareness of agricultural career pathways and related programs, including workplace tours, career fairs, career speakers in the classroom, field trips, job shadowing, career mentoring, on-the-job training, cooperative education, or internships.
- ***Provide early academic and career counseling*** to motivate students and make them aware of all postsecondary options in agricultural education and the value of their academic and career accomplishments
- ***Attend advisory committee meetings*** and other events to provide strategic direction, insight and feedback
- ***Bolster career guidance*** by providing professional development opportunities for teachers and counselors including teacher/counselor externships
- ***Identify and negotiate articulation and dual enrollment agreements*** with postsecondary officials to develop and offer early post-secondary opportunities (EPOs) that will smooth student advancement from high school to postsecondary programs

- **Participate in evaluation activities**, including sharing feedback and data related to agricultural career pathways programs

WORKFORCE BOARD Benefits

- **Provide better job search, placement assistance and career counseling** to individuals served by obtaining real-time feedback from the agricultural industry about occupational trends and developing an understanding of the most promising career opportunities
- **Receive feedback from the agricultural industry and partners** about what is working and not working
- **Increase performance** by collecting and understanding labor market data from collaborative partners about agricultural related wages and salaries, employment projections, training resources and careers
- **Collect and provide information** on programs that are most effective and result in placements and competitive wages for in-demand agricultural jobs

WORKFORCE BOARD Responsibilities

- **Work with employers** to post jobs and provide access to a diverse labor pool
- **Work with education and training providers** to help individuals upgrade their skills, earn degrees and certifications or enhance their employability through learning and education
- **Assess job candidates** according to the employer's requirements and hiring needs, referring candidates based on their knowledge, skills, and abilities relative to the employer requirements
- **Provide training resources** to enable employers to upgrade skills, introduce workers to new technology, or to help employees transition in new positions
- **Create opportunities** to increase awareness of agricultural career pathways
- **Participate in evaluation activities** including sharing feedback and data related to agricultural education and training needs to measure progress and satisfaction

ECONOMIC DEVELOPMENT PARTNER Benefits

- **Strengthen agricultural related industry** by providing an avenue to address their labor needs and spurring economic growth of business, the industry and the region

- ***Through the collaborative solutions to common issues*** can be shared to strengthen agricultural employers and stimulate growth

ECONOMIC DEVELOPMENT PARTNER Responsibilities

- ***Create opportunities*** to increase awareness of agricultural career pathways
- ***Promote agriculture industry objectives*** to the community and encourage and facilitate the participation of stakeholders
- ***Work with the agricultural industry*** to provide business growth and expansion activities and entrepreneurial assistance
- ***Contribute to outreach activities*** by identifying opportunities to increase awareness of the Collaborative, agricultural career pathways and related programs
- ***Assist in recruiting new agricultural members*** by connecting Collaborative partners to others who could support the collaborative or benefit from its activities
- ***Participate in evaluation activities*** including sharing feedback and data related to agricultural education and training needs to measure progress and satisfaction

INDIVIDUAL PARTNER Benefits

Individual partners are others in the community interested in the economic vitality of the region and the agricultural industry.

- ***Strengthen agricultural related industry*** as an economic driver of the region and providing opportunities for residents to enter into and move along the agricultural career pathway

INDIVIDUAL PARTNER Responsibilities

- ***Contribute to outreach activities*** by identifying opportunities to increase awareness of agricultural career pathway.
- ***Identify opportunities*** to align services, resources, and collaborative partners with others throughout the region to create a common agenda
- ***Facilitate evaluation*** of the Collaborative and its strategies and activities
- ***Participate in evaluation activities*** including sharing feedback and data related to agricultural education and training needs to measure progress and satisfaction

PAE GIVE Grant Budget Line-Item Details

Salaries, Benefits & Taxes

Position Title	Salaries and Wages	Employee Benefits & Payroll Taxes
Farming Operations Technology Instructor	\$131,250	\$65,625
PAE Coordinator	\$123,750	\$61,875
TOTAL	\$255,000.00	\$127,500.00

Capital Purchase TCAT Crump

Classroom Furniture	\$15,000
Classroom Computers	20,000
John Deere Simulator	40,000
I Pad (10)	8,000
Mechanical Training System Level 1	88,750
Snap-on Precision Measuring Instrument Kit	27,500
Drone w/NDVI Sensor	11,000
FAA Certification for Educators	300
Drone Software	900
Raven Desktop Simulators	10,000
Raven Auto Steer Simulator	11,000
Raven Hawkeye Demo Stand	14,000
Farm Safety Video	1,200
Ride-On Sprayer/Spreader Simulator	12,000
Ag Leader Guidance System	2,500
Shop Safety Equipment	5,000
Precision Software Subscription	10,000
EID Scanner and Software	12,600
Nutrition Software	5,000
Livestock Ultrasound	5,000
Belt Lacer with belting	2,500
Transit	3,500
Industrial Tool Box (2)	4,000
Hand Tools	2,280
Complete Tool Bag	1,120
Measuring Instruments	840
Portable Air Compressor and Accessories	4,500
Air Impact Tools	1,240
Air Impact Torque Adapter	890
Power Tools	3,580
Drill Press and Accessories	2,300
Tool Carts	400

Bearing Tool Kit	980
Greasing Equipment	780
Band Saw	3,270
Presses	1,100
Bench Grinder	575
Shop Vice	260
Jacks and Jack Stands	1,280
Cordless Hand Tools	1,200
Shop Work Tables	770
Parts Bins	1,500
Steam Cleaner	4,500
Parts Washer	260
Cutting Torch Set	1,500
Welder with Accessories	3,150
Tire Changing Equipment	4,700
Animal Health Equipment	2,500
Animal Handling Equipment Simulator	8,500
Fencing Simulation Equipment	520
Forage Testing Kits	820
Soil Health Instruments	1,825
Agronomy Scouting Tools	1,250
HVAC Recovery System	3,620
	\$371,760.00

Capital Purchases UTM

Distant Learning Center TCAT Crump	\$10,000
Distant Learning Center UMT Selmer	10,000
Distant Learning Center Agricultural Learning Center-Waynesboro	10,000
Travel Funds for Work Based Learning Opportunities	5,0000
Drone for Coon Creek Educational Center	5,000
Total	\$40,000

Travel

Work Based Learning Opportunities for Dual Enrollment Students	\$36,300
Work Based Learning Opportunities for Post-Secondary Students	16,800
Educator Externships	15,000
Total	\$68,100.00

Capital Purchases for Partnership High Schools

Chester County High School Dual Enrollment Equipment	
Raven Desktop Simulator	\$7,000
Drone	3,000
Decatur County-Riverside High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Hardin County High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Henderson County High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Scotts Hill High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
McNairy County High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Adamsville High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Wayne County High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Collinwood High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Total	\$90,000

Indirect Cost

5% Administrative funding for functions related to administration, project reporting, purchasing, financial management, data evaluation	\$47,618
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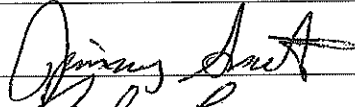

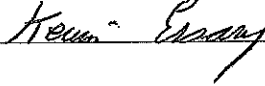
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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Smith Farms	Jimmy Smith		<input checked="" type="checkbox"/>	<input type="checkbox"/>
Essary & Cherry Farms	Ricky Essary		<input checked="" type="checkbox"/>	<input type="checkbox"/>
Kevin Essary	Kevin Essary		<input checked="" type="checkbox"/>	<input type="checkbox"/>

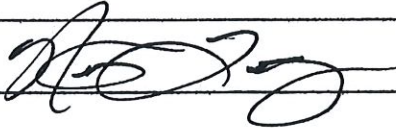
Conducted by: _____



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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Mid-South Family Farms	Nick Teague		X	

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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
H&R Agri-Power	Stephanie McQueen	Stephanie McQueen	✓	


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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Tennessee Farmer's Co-op, Ryan King			<input checked="" type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
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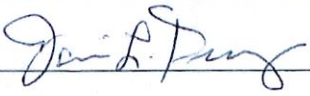
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Organization Name	Print Name	Signature	YES	NO
Mid-South Farmers Coop	Jamie Perry		<input checked="" type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
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			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>

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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Yeargin Farms	Jay Yeargin	<i>Jay Yeargin</i>		

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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
More Farms	John A Moore	John A Moore	X	
Shelton Farms	GARY SHELTON Gary Shelton	Gary Shelton	X	
Bishop Farms	Tim Bishop	Tim Bishop	X	
White Farms	Rob White	Rob White	X	
Harris Farms	Larry Paul Harris	Larry Paul Harris	X	
White Bros Farm	RONALD WHITE	Ronald White	X	
Tolley Farms	Mary Tolley	Mary Tolley	X	
First Farmers Coop - Savannah	Scott Kelley	Scott Kelley	X	

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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Martin Haysand Farms	Martin Haysand	[Signature]	✓	
S Haysand + Son Farms	Matthew Haysand	[Signature]	✓	

Conducted by: _____



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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
TN. Tractor LLC	Charlie Rowlett	<i>Charlie Rowlett</i>	✓	

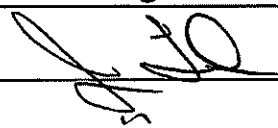

Conducted by: _____



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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Tosh Pork	Jimmy Tosh		✓	
Tosh Farms	~ ~		✓	
Becan by Gosh	~ ~	~	✓	

Conducted by: _____



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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Kelley Farms	Rickey R. Kelley	Rickey R. Kelley	✓	
Kelly Property Solutions	Chassity Kelly	Chassity Kelly	✓	
J & J FARM S	JERRY BOREN	JERRY BOREN	✓	
Haggard Farms	Martina Haggard	Martina Haggard		
C & J Farms	Mandy Gobbell	Mandy Gobbell	✓	
ALAN Daniel	ALAN Daniel	Alan Daniel	✓	

Conducted by: _____



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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Tyler Strait	Tyler Strait	<i>Tyler Strait</i>	✓	
White Brothers Farm	Dustin White	<i>Dustin White</i>	✓	
Brewer Farms	Lillie Ruth Brewer	<i>Lillie Ruth Brewer</i>	✓	
Cook Farm	Sarah Cook	<i>Sarah Cook</i>	✓	
Morton Farm	Lisa Morton	<i>Lisa Morton</i>	✓	

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[Signature]



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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO

Conducted by:

Bill Crum



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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO

Conducted by:

Bill Crump



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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
<i>Amac Machining, INC.</i>	<i>John McDonald</i>	<i>John McDonald</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>




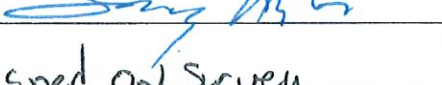
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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
C Wood Lumber Co Inc.	BRENDA SARDUSTY		✓	
Hughes Hardware	Parles Hughes		✓	
Hessell & Hughes Lumber Co	Jerry Hollis		✓	
	Billy Crews - signed on survey		✓	

Conducted by: _____



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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Tennessee Valley Electric Cooperative	Eddie Berry	E. Berry	✓	

Conducted by: _____



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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
TN. Tractor LLC	Charlie Rowlett	<i>Charlie Rowlett</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>

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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
West Farms	Jeffrey West		✓	
Daniel Farms	Heath Daniel		✓	
Hoggard Farms	Martin Hoggard		✓	
Johnson Hollow Herefords	Tim Skelton		✓	
Circle A Santa Gertrudis	Ryan B Kester		✓	
Bell Farms	Chris Bell		✓	

Conducted by: _____



WORKFORCE NEEDS FOR THE AGRICULTURAL INDUSTRY

The Tennessee College of Applied Technology (TCAT) Crump in partnership with The University of Tennessee at Martin (UT Martin) is applying for a Governor's Investment in Vocational Education (GIVE) grant to identify and address the "skills gaps" in the agricultural workforce. In an effort to help support growth in agriculture, TCAT Crump and UT Martin seek to better understand workforce needs among agricultural employers in the region by conducting this "Workforce Needs for the Agricultural Industry Survey" to identify the number and types of jobs and specific skills required for those jobs in agriculture. The survey will be offered to agribusinesses, manufacturers, and producers of agricultural products throughout the region.

Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Maplewood	Regina Skelton	Regina Skelton	✓	
Hickerson Farms	Bobby K. Hickerson	Bobby K. Hickerson	✓	
Duren Farms LLC	Nathan Duren	Nathan Duren	✓	
Duren Farms Rental & Leasing	Michael Duren	Michael Duren	✓	
Duren & Floyd Cattle	David Duren	David Duren	✓	
Franks Farms	G. David Franks	David Franks	✓	
Dicus Farm & Forestry	James B. Dicus	James B. Dicus	✓	
Harris Farms	Brian Harris	Brian Harris	✓	
AG & N Ag Supply	Jorden Elder	Jorden Elder	✓	
Stockdale's	Dani Morrison	Dani Morrison	✓	

Conducted by: _____



WORKFORCE NEEDS FOR THE AGRICULTURAL INDUSTRY

The Tennessee College of Applied Technology (TCAT) Crump in partnership with The University of Tennessee at Martin (UT Martin) is applying for a Governor's Investment in Vocational Education (GIVE) grant to identify and address the "skills gaps" in the agricultural workforce. In an effort to help support growth in agriculture, TCAT Crump and UT Martin seek to better understand workforce needs among agricultural employers in the region by conducting this "Workforce Needs for the Agricultural Industry Survey" to identify the number and types of jobs and specific skills required for those jobs in agriculture. The survey will be offered to agribusinesses, manufacturers, and producers of agricultural products throughout the region.

Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Mid South Farmers	Richie Barber	Richie Barber	✓	
Jai Timplaton	Jai Timplaton	J T	✓	
Alan Gobbelt Farm	Alan Gobbelt	Alan Gobbelt	✓	
Whiteside Farms LLC	Paul Whiteside	Paul Whiteside	✓	
Taylor Harris Farms	Taylor Harris	Taylor Harris	✓	
Smith Farms	Alton Smith	Alton Smith	✓	
Martin Farm	Jim Martin	Jim Martin	✓	
C + L Farms	Cam Floyd	Cam Floyd	✓	
Walters Farm	LARRY WALTERS	Larry Walters	✓	
Floyd Farm	Bob Floyd	Bob Floyd	✓	

Conducted by: _____



WORKFORCE NEEDS FOR THE AGRICULTURAL INDUSTRY

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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Phillips Farms	Bart Phillips	<i>Bart Phillips</i>	✓	
Phillips Farms	Terrell Phillips	<i>Terrell Phillips</i>	✓	
Melson Farms	Cheryl Melson	<i>Cheryl Melson</i>	✓	
5-R Cattle Co	Ricky Rogers	<i>Ricky Rogers</i>	✓	
ET Cattle	Eddie Gregory	<i>Eddie Gregory</i>	✓	
Wheeler Farms	Lake Johns	<i>Lake Johns</i>	✓	
Geno Farm	Freddy Geno	<i>Freddy Geno</i>	✓	
Brad Davis	Bradley Geno	<i>Bradley Geno</i>	✓	
<i>Harry Floyd Livedich</i>	<i>HARRY FLOYD</i>	<i>Harry Floyd</i>	✓	
<i>David M Brown</i>	<i>DAVID BROWN</i>	<i>David M Brown</i>	✓	
Moore Farms	Ronnie Moore	<i>Ronnie Moore</i>	✓	

Conducted by: _____



WORKFORCE NEEDS FOR THE AGRICULTURAL INDUSTRY

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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Tractor Supply Co	Charles Dicus	Charles Dicus	X	
Hughes Hardwood	Mike Yeager	Mike Yeager	X	

Conducted by: _____



WORKFORCE NEEDS FOR THE AGRICULTURAL INDUSTRY

The Tennessee College of Applied Technology (TCAT) Crump in partnership with The University of Tennessee at Martin (UT Martin) is applying for a Governor's Investment in Vocational Education (GIVE) grant to identify and address the "skills gaps" in the agricultural workforce. In an effort to help support growth in agriculture, TCAT Crump and UT Martin seek to better understand workforce needs among agricultural employers in the region by conducting this "Workforce Needs for the Agricultural Industry Survey" to identify the number and types of jobs and specific skills required for those jobs in agriculture. The survey will be offered to agribusinesses, manufacturers, and producers of agricultural products throughout the region.

Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Todd Farms	Randy Todd	Randy Todd	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Robins Farms	Jeff Robins	Jeff Robins	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Robins Farms	Clay Robins	Clay Robins	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Robins Farms	Dale Robins	Dale Robins	<input checked="" type="checkbox"/>	<input type="checkbox"/>
McDaniel Farms	Seth McDaniel	Seth McDaniel	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Rushing Farms	Jonathan Rushing	Jonathan Rushing	<input checked="" type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>

Conducted by: _____



WORKFORCE NEEDS FOR THE AGRICULTURAL INDUSTRY

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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Lewis Farms	Joe Lewis	Joe Lewis	✓	
Hall Farms	T. J. Hall	T. J. Hall	✓	
Williams Farms	Guy Williams	Guy Williams	✓	
Crownover Hay Farms	Matthew Crown	Matthew Crown	✓	
Williams Farms	Chris Williams	Chris Williams	✓	
Charles Williams	Charles Williams	Charles A. Williams	✓	
Barger Construction	Randall Gillespie	Randall Gillespie	✓	
Douglas Farms	Jeff Douglas	Jeff Douglas	✓	
Snider Farms	Derek Snider	Derek Snider	✓	
Hatchett Farm	Billy Hatchett	Billy Hatchett	✓	

Conducted by: _____



WORKFORCE NEEDS FOR THE AGRICULTURAL INDUSTRY

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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
BELL TREE FARM	CHRIS BELL	<i>Chris Bell</i>	X	
Dunavant Farms	Adam Dunavant	<i>Adam Dunavant</i>	✓	
Eason Farms	Josh Eason	<i>Josh Eason</i>	✓	
Cherry & Son Sales	Chris Cherry	<i>Chris Cherry</i>	✓	
Hayes & Sons Farm	Bruce Hayes	<i>Bruce Hayes</i>	✓	
Yorbro Dirt work	Marty Yorbro	<i>Marty Yorbro</i>		
Bryan Fisher	Bryan Fisher	<i>Bryan Fisher</i>	✓	
Raina Camper Jann	TED RAINS	<i>Ted Rains</i>	✓	
J & C Farms	Jacky Chamney	<i>Jacky Chamney</i>	✓	
Youngerman Farm	Gracey Youngerman	<i>Gracey Youngerman</i>	✓	

Conducted by: *Adam Dunavant*



WORKFORCE NEEDS FOR THE AGRICULTURAL INDUSTRY

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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
Walnut Hill Farm	John L. Pike	John L. Pike	✓	


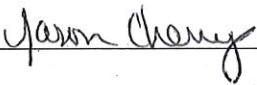
Conducted by:



WORKFORCE NEEDS FOR THE AGRICULTURAL INDUSTRY

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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?

Organization Name	Print Name	Signature	YES	NO
R+S Farms	Seth Stanfill		<input checked="" type="checkbox"/>	<input type="checkbox"/>
Cherry Farms	Jason Cherry		<input checked="" type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>

Conducted by: _____



WORKFORCE NEEDS FOR THE AGRICULTURAL INDUSTRY

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Would your organization benefit from a Farming Operations Technology program offered by TCAT Crump?


Organization Name	Print Name	Signature	YES	NO
Bartholomew Farms	Richard Bartholomew	<i>Richard Bartholomew</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Todd Farms	Cody Todd	<i>Cody Todd</i>	<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>

Conducted by: _____

Economic Development Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education* (PAE) Grant Collaborative.


Signature

Jennifer Perryman
Printed Name

Executive Director
Title

Sept 5, 2019
Date

Savannah Industrial Development Corporation
Organization

Economic Development Partners

SIGNATURE PAGE

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CP Taylor Sr

Signature

CHARLES P. TAYLOR, SR

Printed Name

EXECUTIVE DIRECTOR

Title

9-5-18

Date

DECATUR COUNTY CHAMBER of COMMERCE

Organization

DECATUR COUNTY JOINT ECONOMIC & COMMUNITY DEVELOPMENT BOARD

Economic Development Partners

SIGNATURE PAGE

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Signature

Rena Rudy
Printed Name

Executive Director
Title

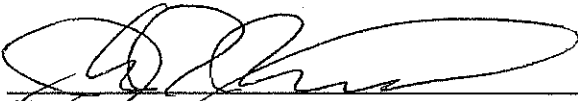
9/5/2019
Date

Wayne County Joint Economic + Community Development Board (JECDB)
Organization

Agricultural Partners

SIGNATURE PAGE

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Signature

John R. Butler
Printed Name

President/CEO
Title

9/3/2019
Date

Agricenter International
Organization

Agricultural Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education (PAE) Grant Collaborative*.

Stephanie McQueen
Signature

Stephanie McQueen
Printed Name

Marketing Director
Title

9/5/19
Date

H&R Agri-Power
Organization

Agricultural Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education (PAE) Grant Collaborative*.

Harry Floyd
Signature

HARRY FLOYD
Printed Name

Owner/President
Title

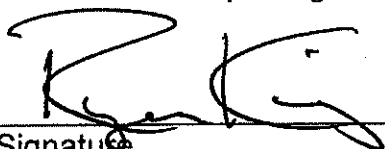
9-4-19
Date

Harry Floyd & Sons Livestock; Hardin County Stockyard;
Organization
Tennessee Valley Livestock

Agricultural Partners

SIGNATURE PAGE

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Signature

Ryan King
Printed Name

Marketing and Events Coordinator
Title

9/3/19
Date

Tennessee Farmers Cooperative
Organization

Agricultural Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education (PAE) Grant Collaborative*.

Matt Hearn
Signature

Matt Hearn
Printed Name

Location Mgr.
Title

9-4-19
Date

First Farmers Co-op
Organization

(Henderson, TN)
Chester County

Agricultural Partners

SIGNATURE PAGE

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Signature



Printed Name



Title



Date



Organization

Agricultural Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education (PAE)* Grant Collaborative.

Dwight Powers
Signature

Dwight Powers
Printed Name

Location Manager
Title

8-28-19
Date

First Farmers co-op Decaturville
Organization

Agricultural Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education (PAE) Grant Collaborative*.

Scott Kelly

Signature

Scott Kelly

Printed Name

Asst Manager

Title

8-30-19

Date

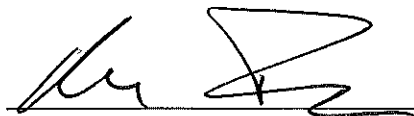
First Farmers Coop - Savannah

Organization

Agricultural Partners

SIGNATURE PAGE

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Signature

HARL FORSBACH

Printed Name

Owner

Title

Sept 03 2019

Date

Family Farm

Organization

Agricultural Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education* (PAE) Grant Collaborative.

Rob White
Signature

Rob White
Printed Name

Manager
Title

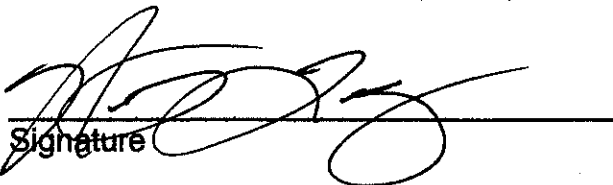
08-28-19
Date

First Farmers Cooperative
Organization

Agricultural Partners

SIGNATURE PAGE

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Signature

Nick Teague
Printed Name

Farm Manager - McNairy
Title

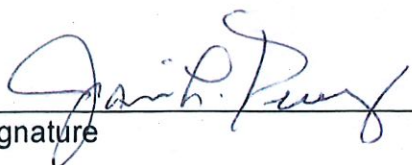
9-3-19
Date

Mid-South Family Farms
Organization

Agricultural Partners

SIGNATURE PAGE

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Signature

Jamie L. Perry
Printed Name

Co
Title

8-31-19
Date

Mid-South Farmers Co-op
Organization

Agricultural Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education (PAE) Grant Collaborative*.

Sari Morrison
Signature

Sari Morrison
Printed Name

Manager
Title

9/2/2019
Date

Stockdale - TN Garmen Coop
Organization

Agricultural Partners

SIGNATURE PAGE

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Matt C. Hagyard Jr.

Signature

Matt C. Hagyard Jr.

Printed Name

President

Title

8-31-2018

Date

Wayne County Bank

Organization

Agricultural Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education (PAE)* Grant Collaborative.

David Duren
Signature

David Duren
Printed Name

Owner
Title

8/22/19
Date

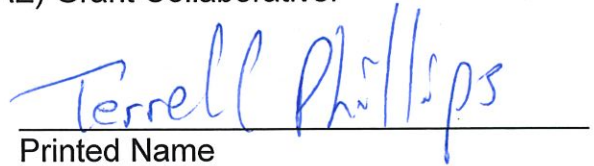
Duren Farms
Organization

Individual Partners

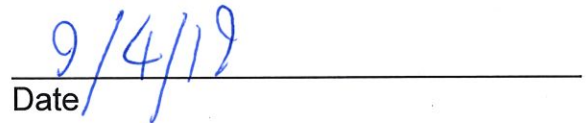
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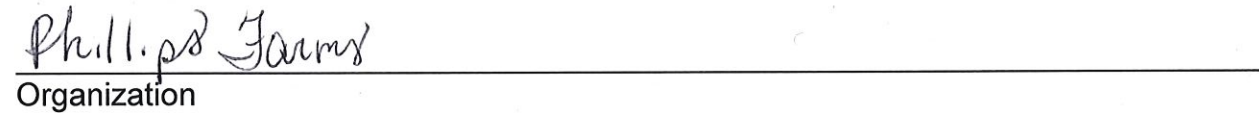
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Signature


Printed Name


Title


Date


Organization

Individual Partners

SIGNATURE PAGE

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Signature



Printed Name



Title



Date



Organization

Individual Partners

SIGNATURE PAGE

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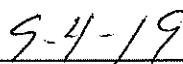
Signature



Printed Name



Title



Date

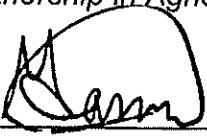


Organization

Workforce Board Partner

SIGNATURE PAGE

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Signature

Gary Damon, Jr.

Printed Name

Executive Director

Title

8.29.19

Date

Southwest TN Workforce Development Board

Organization



Economic Development Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education (PAE) Grant Collaborative*.

Eddie Crittendon
Signature

Eddie Crittendon
Printed Name

CEO McNairy Co EDC
Title

9-5-19
Date

McNairy County Chamber of Commerce and Economic Development.
Organization

K-12 Educational Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education (PAE) Grant Collaborative*.

Angelia Halton Angelia Halton
Signature Printed Name

Asst. Principal 08/29/19
Title Date

Chester County High School
Organization

K-12 Educational Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education (PAE) Grant Collaborative*.

Teresa Crouse

Signature

Teresa Crouse

Printed Name

Teacher

Title

8-29-19

Date

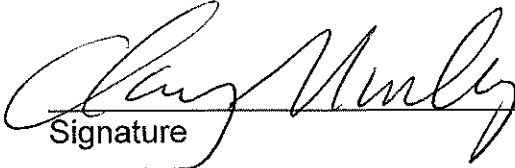
CCHS

Organization

K-12 Educational Partners

SIGNATURE PAGE

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Signature

Clay Murley
Printed Name

Asst. Principal
Title

8/29/19
Date

Chester Co High School
Organization

K-12 Educational Partners

SIGNATURE PAGE

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BCFurt
Signature

Ricky Collett
Printed Name

Principal
Title

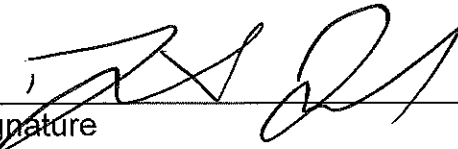
8/29/19
Date

CCHS
Organization

K-12 Educational Partners

SIGNATURE PAGE

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Signature

Dustin Insell
Printed Name

Counselor
Title

8/29/19
Date

Chester County High School
Organization

K-12 Education Partners

SIGNATURE PAGE

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Signature

Chris Villaflo
Printed Name

Director
Title

8/30/19
Date

Decatur County School System
Organization

K-12 Educational Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education (PAE) Grant Collaborative*.

<u>Michael Davis</u>	<u>Michael Davis</u>
Signature	Printed Name
<u>Director of Schools</u>	<u>8/29/19</u>
Title	Date
<u>Hardin County Schools</u>	
Organization	

K-12 Educational Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education (PAE) Grant Collaborative*.

Janell Stricklin
Signature

Darrell Stricklin
Printed Name

CTE Director
Title

8-29-19
Date

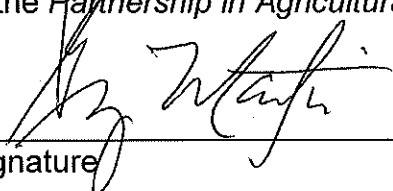
Hardin County Schools
Organization

K-12 Educational Partners

SIGNATURE PAGE

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Signature



Printed Name

GREG MARTIN

Title

DIRECTOR OF SCHOOLS

Date

8-28-19

Organization

McNeely County of Education

K-12 Education Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education* (PAE) Grant Collaborative.

Marlon J. Davis
Signature

Marlon J. Davis
Printed Name

Director of Schools
Title

8-30-19
Date

Wayne County Board of Education
Organization

K-12 Education Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education (PAE) Grant Collaborative*.

Lisa Lewis-Evans
Signature

Lisa Lewis-Evans
Printed Name

CTE Director
Title

9-5-19
Date

Henderson County Schools
Organization

K-12 Education Partners

SIGNATURE PAGE

By signing this Memorandum of Understanding, all partners are attesting they have reviewed the MOU and find it accurately reflects their understanding of their involvement in the *Partnership in Agricultural Education (PAE) Grant Collaborative*.

Steve Wilkinson
Signature

Steve Wilkinson
Printed Name

Director
Title

9/5/19
Date

Henderson County Schools
Organization

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY CRUMP

2019 Governor's Investment in Technical Education (GIVE)

Partnership in Agricultural Education (PAE)

Tennessee College of Applied Technology Crump

Tennessee College of Applied Technology Crump

IN PARTNERSHIP WITH:

Southwest Tennessee Workforce Development Board

McNairy County Economic Development and Chamber of Commerce

Tennessee College of Applied Technology Crump

The University of Tennessee at Martin

Chester County School System

Decatur County School System

Hardin County School System

McNairy County School System

Scotts Hill School System

Wayne County School System

Mid-South Family Farms, McNairy County

First Farmer's Co-Op, Hardin, Decatur, Henderson Chester Counties

UT Extension Service, West Region

USDA, McNairy County

Harry Floyd Livestock, Wayne County

Hardin County Stockyard, Hardin County

Lone Oaks Farm, Hardeman County

Mid-South Farmer Co-op, McNairy, Crockett, Madison, Haywood, Fayette,
Hardeman Counties

Wayne County Rock, Wayne County

Stephen Milligan

3070 Highway 64

Crump, TN 38327

731-632-3393

stephen.milligan@tcatcrump.edu

Funding requested:

\$999,978

**President of Higher Education
Entity)
Institution (Fiscal Agent)**

Project Director (Lead

Partnership in Agricultural Education (PAE) Collaborative Abstract / Project Summary

The Partnership in Agricultural Education (PAE) Collaborative seeks funding from the Governor's Investment in Vocational Education to start and expand secondary and post-secondary programs of study for career pathways in agriculture. Tennessee is one of the nation's leading agricultural states with an economic impact of more than \$57 billion generated from agriculture which accounts for 9% of the states economy. The agriculture industry is one of the primary drivers of local economic activity in rural communities across the state. However; national, state and local trends show a decline in the number of young farmers entering the agricultural workforce.

According to USDA and the UT Institute of Agriculture, agricultural revenue is over \$1.1 billion and there are more than 6,900 farms in the Tennessee College of Applied Technology Crump service area across Chester, Decatur, Hardin, Henderson, McNairy and Wayne counties. This industry employs 5,778 agricultural workers in the six counties with demand for employees growing. Technological advances in the industry coupled with an increase in demand for agricultural products and a workforce with an average age nearing 60 means there is an urgency to increase the number of students who choose to pursue agricultural education at the secondary and postsecondary levels. The lack of a skilled agricultural workforce is a top inhibitor of growth and expansion for many Tennessee agriculture entities.

The Partnership in Agricultural Education collaborative lead by the Tennessee College of Applied Technology Crump and The University of Tennessee at Martin will contribute to the growth and prosperity of rural West Tennessee by identifying agricultural employment needs, attracting workers to fill these needs, and providing the workforce with training and education to meet the available needs. The collaborative and its partners will support Tennessee's position as a national leader in agriculture and make a significant contribution to West Tennessee's self-proclaimed title of "AgTech Capital of the World" by creating opportunities for stakeholders to engage in deliberate discussions about the challenges and opportunities ahead and approaches to deal with them.

The PAE collaborative includes 15 agricultural industry partners from 6 Tennessee counties; the Tennessee Farmers Cooperative; AgriCenter International; and two higher education institutions including the Tennessee College of Applied Technology Crump and The University of Tennessee at Martin. Partnering K-12 systems include Chester, Decatur, Hardin, Henderson, McNairy, and Wayne County Schools. Realizing the importance of agriculture to rural prosperity, a strong economy and the creation of job opportunities the following workforce and economic development agencies have also joined the PAE collaborative: Southwest Tennessee Workforce Development Board, McNairy County Economic Development & Chamber of Commerce, Savannah Industrial Development Corporation, Decatur County Chamber of Commerce / Decatur County Joint Economic & Community Development Board and the Wayne County Joint Economic and Community Development Board.

Section 1: Demonstration of Need

The Tennessee College of Applied Technology (TCAT) Crump in partnership with the University of Tennessee at Martin (UT Martin) is applying for this GIVE Grant to identify and address the "skills gaps" in the agricultural workforce. According to USDA and the UT Institute of Agriculture, agricultural revenue is over \$1.1 billion and there are more than 6,900 farms in the Tennessee College of Applied Technology Crump service area across Chester, Decatur, Hardin, Henderson, McNairy and Wayne counties. This industry employs 5,778 agricultural workers in the six counties with demand for employees growing. Technological advances in the industry coupled with an increase in demand for agricultural products and a workforce with an average age nearing 60 means there is an urgency to increase the number of students who choose to pursue agricultural education at the secondary and postsecondary levels.

The Partnership in Agricultural Education will have a significant impact on providing the skilled agricultural workforce the industry needs to meet the challenges due to rapid technological change and a decline in the available workforce.

Agriculture's importance in daily living and in supporting a strong and robust economy through the production of affordable food, fiber products, renewable energy and the creation of jobs cannot be overlooked.

Local industries have expressed a tremendous need for agricultural employees. The Tennessee College of Applied Technology Crump and The University of Tennessee at Martin conducted an Agricultural Workforce Needs Survey (Appendix A) to assess the workforce needs of employers. 107 agricultural related employers with a total workforce of 131,810 responded to the survey. Several of the employers including

APPENDIX F

WORK-BASED LEARNING MEMORANDUM OF UNDERSTANDING

The Tennessee College of Applied Technology (TCAT) Crump in partnership with The University of Tennessee at Martin (UT Martin) is applying for a Governor's Investment in Vocational Education (GIVE) grant to identify and address the "skills gap" in the agricultural workforce. Students participating in the *Partnership in Agricultural Education* Collaborative will have the opportunity for a capstone work-based learning experience such as paid work experience, on-the-job training, internship, or cooperative work program at both the secondary and post-secondary level. The workplace offers a unique environment for students to learn skills that they may not be able to learn at school—skills that will be critical for their long-term success. Students and companies partner to reinforce academic, technical and employability skills through work experience. Your participation in a capstone work-based learning experience is a vital component to making sure that a skilled agricultural workforce is available to meet employer needs.

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Employer Guidelines for Implementing Capstone Work-Based Learning Experience

Secondary Level

- Complete a learning plan with the student and teacher to:
 - Understand the student's goals and objectives in participating in the internship program.
 - Be clear about internship responsibilities with the student before the internship begins.
- Communicate clear expectations for student behavior:
 - Reiterate the importance of nondisclosure/confidentiality as it applies to your specific department.
 - Reiterate the importance of conduct rules and reasons for immediate termination of internship.
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 - Be clear with students regarding specific department procedures.
- Provide ongoing updates and feedback to the student:
 - Be clear with students regarding changes in internship responsibilities.
 - Be clear with students if supervisors or managers change.
 - Review students' work on a regular basis.
 - Provide feedback to students on a regular basis.
- Communicate with the student's teachers or Work-Based Learning Coordinator when he/she makes supervisory visits.

- Complete an assessment on the student's performance at the end of the experience.
- Complete a brief feedback form on the programs to support continuous improvement.

Post-Secondary Level

- Provide work projects that will contribute to the Student's learning experience and will relate to the Student's technical area
- Notify the Instructor of any weaknesses or potential employment problems that the Student may have.
- Comply with State and Federal employment laws.
- Notwithstanding anything in the Agreement to the contrary provide Workman's Compensation coverage for the Student.
- Allow periodic visitation by the Instructor to verify Student progress and to observe the Student on the job.
- Evaluate the Student's job performance.
- Provide supervision for the Student and provide on-the-job instruction, as needed, including necessary safety instructions.
- Notify the College of any serious problem, illness or accident involving the Student.
- Sign and verify the Student's monthly evaluation and work record.
- Agree to all the terms and conditions of the Co-op Policies and Agreements.
- The College suggests and supports the Company's requirement of a Confidentiality Statement.

A rigorous process will be jointly developed between the education institutions and the employer to select the best students who would benefit from a work-based learning experience.

Indicate the number of work-based learning positions available at your organization _____

Stephanie McQueen
Signature

Stephanie McQueen
Printed Name

Marketing Director
Title

9/5/19
Date

H & R Agri-Power
Organization

WORK-BASED LEARNING MEMORANDUM OF UNDERSTANDING

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Indicate the number of work-based learning positions available at your organization _____


Signature

WARC FORSBACH
Printed Name

Owner
Title

Sept 03 2019
Date

Family Farm
Organization

WORK-BASED LEARNING MEMORANDUM OF UNDERSTANDING

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Indicate the number of work-based learning positions available at your organization 12


Signature

Ryan King
Printed Name

Marketing and Events Coordinator
Title

9/3/19
Date

Tennessee Farmers Cooperative
Organization

WORK-BASED LEARNING MEMORANDUM OF UNDERSTANDING

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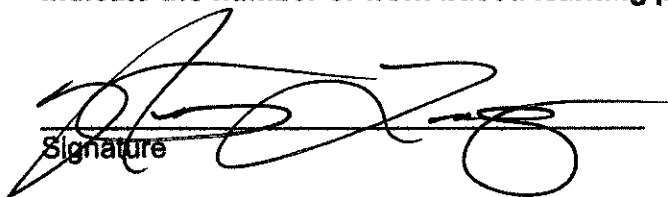
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Post-Secondary Level

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Indicate the number of work-based learning positions available at your organization 2


Signature

Nick Teague
Printed Name

Farm Manager - McNairy
Title

9-3-19
Date

Mid-South Family Farms
Organization

- Complete an assessment on the student's performance at the end of the experience.
- Complete a brief feedback form on the programs to support continuous improvement.

Post-Secondary Level

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Indicate the number of work-based learning positions available at your organization _____

Dani Morrison
Signature

Dani Morrison
Printed Name

Store Manager
Title

9/2/2019
Date

Stockdale's - TN Garmern Coop
Organization

WORK-BASED LEARNING MEMORANDUM OF UNDERSTANDING

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Post-Secondary Level

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Indicate the number of work-based learning positions available at your organization _____

David Duren
Signature

David Duren
Printed Name

Owner
Title

8/29/19
Date

Duren Farms
Organization

WORK-BASED LEARNING MEMORANDUM OF UNDERSTANDING

The Tennessee College of Applied Technology (TCAT) Crump in partnership with The University of Tennessee at Martin (UT Martin) is applying for a Governor's Investment in Vocational Education (GIVE) grant to identify and address the "skills gap" in the agricultural workforce. Students participating in the *Partnership in Agricultural Education* Collaborative will have the opportunity for a capstone work-based learning experience such as paid work experience, on-the-job training, internship, or cooperative work program at both the secondary and post-secondary level. The workplace offers a unique environment for students to learn skills that they may not be able to learn at school—skills that will be critical for their long-term success. Students and companies partner to reinforce academic, technical and employability skills through work experience. Your participation in a capstone work-based learning experience is a vital component to making sure that a skilled agricultural workforce is available to meet employer needs.

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Post-Secondary Level

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Indicate the number of work-based learning positions available at your organization 3

Anthony Hastings
Signature

Anthony Hastings
Printed Name

CFO
Title

8/30/19
Date

First Farnen CO-OP
Organization

WORK-BASED LEARNING MEMORANDUM OF UNDERSTANDING

The Tennessee College of Applied Technology (TCAT) Crump in partnership with The University of Tennessee at Martin (UT Martin) is applying for a Governor's Investment in Vocational Education (GIVE) grant to identify and address the "skills gap" in the agricultural workforce. Students participating in the *Partnership in Agricultural Education* Collaborative will have the opportunity for a capstone work-based learning experience such as paid work experience, on-the-job training, internship, or cooperative work program at both the secondary and post-secondary level. The workplace offers a unique environment for students to learn skills that they may not be able to learn at school—skills that will be critical for their long-term success. Students and companies partner to reinforce academic, technical and employability skills through work experience. Your participation in a capstone work-based learning experience is a vital component to making sure that a skilled agricultural workforce is available to meet employer needs.

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- Notify the College of any serious problem, illness or accident involving the Student.
- Sign and verify the Student's monthly evaluation and work record.
- Agree to all the terms and conditions of the Co-op Policies and Agreements.
- The College suggests and supports the Company's requirement of a Confidentiality Statement.

A rigorous process will be jointly developed between the education institutions and the employer to select the best students who would benefit from a work-based learning experience.

Indicate the number of work-based learning positions available at your organization _____

Harry Floyd
Signature

HARRY Floyd
Printed Name

Owner / President
Title

9-4-19
Date

Harry Floyd Livestock
Organization
Hardin Co. Stockyard
Tennessee Valley Stockyard

WORK-BASED LEARNING MEMORANDUM OF UNDERSTANDING

The Tennessee College of Applied Technology (TCAT) Crump in partnership with The University of Tennessee at Martin (UT Martin) is applying for a Governor's Investment in Vocational Education (GIVE) grant to identify and address the "skills gap" in the agricultural workforce. Students participating in the *Partnership in Agricultural Education* Collaborative will have the opportunity for a capstone work-based learning experience such as paid work experience, on-the-job training, internship, or cooperative work program at both the secondary and post-secondary level. The workplace offers a unique environment for students to learn skills that they may not be able to learn at school—skills that will be critical for their long-term success. Students and companies partner to reinforce academic, technical and employability skills through work experience. Your participation in a capstone work-based learning experience is a vital component to making sure that a skilled agricultural workforce is available to meet employer needs.

This document is not a contract or legally binding document; rather, it is a Memorandum of Understanding (MOU) documenting your agreement to participate in a work-based learning experience.

Employer Guidelines for Implementing Capstone Work-Based Learning Experience

Secondary Level

- Complete a learning plan with the student and teacher to:
 - Understand the student's goals and objectives in participating in the internship program.
 - Be clear about internship responsibilities with the student before the internship begins.
- Communicate clear expectations for student behavior:
 - Reiterate the importance of nondisclosure/confidentiality as it applies to your specific department.
 - Reiterate the importance of conduct rules and reasons for immediate termination of internship.
 - Review safety rules and emergency procedures, including the location of emergency exits, fire extinguishers and first-aid kits.
 - Be clear with students regarding specific department procedures.
- Provide ongoing updates and feedback to the student:
 - Be clear with students regarding changes in internship responsibilities.
 - Be clear with students if supervisors or managers change.
 - Review students' work on a regular basis.
 - Provide feedback to students on a regular basis.
- Communicate with the student's teachers or Work-Based Learning Coordinator when he/she makes supervisory visits.

- Complete an assessment on the student's performance at the end of the experience.
- Complete a brief feedback form on the programs to support continuous improvement.

Post-Secondary Level

- Provide work projects that will contribute to the Student's learning experience and will relate to the Student's technical area
- Notify the Instructor of any weaknesses or potential employment problems that the Student may have.
- Comply with State and Federal employment laws.
- Notwithstanding anything in the Agreement to the contrary provide Workman's Compensation coverage for the Student.
- Allow periodic visitation by the Instructor to verify Student progress and to observe the Student on the job.
- Evaluate the Student's job performance.
- Provide supervision for the Student and provide on-the-job instruction, as needed, including necessary safety instructions.
- Notify the College of any serious problem, illness or accident involving the Student.
- Sign and verify the Student's monthly evaluation and work record.
- Agree to all the terms and conditions of the Co-op Policies and Agreements.
- The College suggests and supports the Company's requirement of a Confidentiality Statement.

A rigorous process will be jointly developed between the education institutions and the employer to select the best students who would benefit from a work-based learning experience.

Indicate the number of work-based learning positions available at your organization ____

Jan L. Perry
Signature

Jamie Perry
Printed Name

COO
Title

8-30-19
Date

Mid-South Farmers Co-op
Organization

WORK-BASED LEARNING MEMORANDUM OF UNDERSTANDING

The Tennessee College of Applied Technology (TCAT) Crump in partnership with The University of Tennessee at Martin (UT Martin) is applying for a Governor's Investment in Vocational Education (GIVE) grant to identify and address the "skills gap" in the agricultural workforce. Students participating in the *Partnership in Agricultural Education* Collaborative will have the opportunity for a capstone work-based learning experience such as paid work experience, on-the-job training, internship, or cooperative work program at both the secondary and post-secondary level. The workplace offers a unique environment for students to learn skills that they may not be able to learn at school—skills that will be critical for their long-term success. Students and companies partner to reinforce academic, technical and employability skills through work experience. Your participation in a capstone work-based learning experience is a vital component to making sure that a skilled agricultural workforce is available to meet employer needs.

This document is not a contract or legally binding document; rather, it is a Memorandum of Understanding (MOU) documenting your agreement to participate in a work-based learning experience.

Employer Guidelines for Implementing Capstone Work-Based Learning Experience

Secondary Level

- Complete a learning plan with the student and teacher to:
 - Understand the student's goals and objectives in participating in the internship program.
 - Be clear about internship responsibilities with the student before the internship begins.
- Communicate clear expectations for student behavior:
 - Reiterate the importance of nondisclosure/confidentiality as it applies to your specific department.
 - Reiterate the importance of conduct rules and reasons for immediate termination of internship.
 - Review safety rules and emergency procedures, including the location of emergency exits, fire extinguishers and first-aid kits.
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 - Review students' work on a regular basis.
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- Complete a brief feedback form on the programs to support continuous improvement.

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- Provide work projects that will contribute to the Student's learning experience and will relate to the Student's technical area
- Notify the Instructor of any weaknesses or potential employment problems that the Student may have.
- Comply with State and Federal employment laws.
- Notwithstanding anything in the Agreement to the contrary provide Workman's Compensation coverage for the Student.
- Allow periodic visitation by the Instructor to verify Student progress and to observe the Student on the job.
- Evaluate the Student's job performance.
- Provide supervision for the Student and provide on-the-job instruction, as needed, including necessary safety instructions.
- Notify the College of any serious problem, illness or accident involving the Student.
- Sign and verify the Student's monthly evaluation and work record.
- Agree to all the terms and conditions of the Co-op Policies and Agreements.
- The College suggests and supports the Company's requirement of a Confidentiality Statement.

A rigorous process will be jointly developed between the education institutions and the employer to select the best students who would benefit from a work-based learning experience.

Indicate the number of work-based learning positions available at your organization _____

Matt C. Howard
Signature

Martin L. Haggard
Printed Name

President
Title

8-31-2019
Date

Wayne County Bank
Organization

APPENDIX G



PAE Work Based Learning Program Coordinator

Under the direction of Tennessee College of Applied Technology Crump President, the Work Based Learning Coordinator is responsible for coordinating, monitoring, and reporting all grant activities. The WBL coordinator is responsible for project planning, aiding with recruitment of additional high school support and industry consortium partners, quality assessment and improvement activities, and budgetary issues related to grant activities.

Typical Duties and Responsibilities:

1. Work as part of the student services team to deliver high-quality customer service for students seeking enrollment services on campus and throughout the service area.
2. Plan and execute special projects and events in alignment with the goals and objectives of the college.
3. Maintain assigned recruitment territory including a visitation schedule, presentations, college fairs, and events as needed.
4. Develop, coordinate and expand activities related to new student orientation and other onboarding communications and services. Collaborate to develop, refine, deliver, and evaluate orientation for new students including the development of new recruitment programs for nontraditional students.
5. Coordinate dual enrollment communications between the student services department, business office, faculty and public/private/home school staff and students in the service area.
6. Initiate and develop relationships with school administrators, counselors, teachers, and other members of the educational community.
7. Work closely with elementary schools, middle schools, high schools, and adults to assist students in choosing a career that will lead to high-skill, high-wage, and high demand occupations.
8. Communicate accurate information regarding college programs, resources, and career options.
9. Manage ongoing strategic communications with prospective students, parents and guests, high school and independent counselors, as well as college constituents, via email, letters, telephone, scheduled appointments, tours, and other media.
10. Assist the Student Services Coordinator in planning, implementing and evaluating institutional recruitment and admissions strategies.
11. Generate innovative approaches to increase awareness about Tennessee College of Applied Technology Crump to prospective student audiences and to increase enrollment and college completion.
12. Supervise WBL activities and act as the central point of contact between employers and educators.
13. Perform additional duties as assigned.

Minimum Qualifications:

1. Bachelor's Degree
2. Minimum 1 year experience in education, marketing, customer service or related field
3. Prior secondary or post-secondary teaching and/or guidance is a plus for the position
4. Advanced computer knowledge, Microsoft Office applications with Publisher, and student information systems related to enrollment services a plus.
5. Ability to lead, plan and prioritize projects.
6. Ability to work independently and in groups

7. Ability to communicate effectively in written and spoken English with excellent public speaking and presentation skills
8. Detailed and results-oriented
9. Must be willing to work a flexible schedule, including evening and weekend hours.
10. Ability to work with diverse populations.

Working Conditions:

1. Heavy use of computer
2. Normal standing, sitting, and walking
3. Lifting of boxes weighing approximately 40 lbs.
4. Operating a motor vehicle to travel within the college service area and in other areas as needed.

Salary: Commensurate with education, experience and according to TBR salary guidelines.

The Tennessee College of Applied Technology Crump (TCAT Crump) does not discriminate against students, employees, or applicants for admission or employment on the basis of race, color, religion, creed, national origin, sex, sexual orientation, gender identity/expression, disability, age, status as a protected veteran, genetic information, or any other legally protected class with respect to all employment, programs and activities sponsored by TCAT Crump. The following person has been designated to handle inquiries regarding non-discrimination policies: Henrietta Kellum Lusk, Assistant Director, 3070 Highway 64, PO Box 89, Crump, TN 38327, 731-632-3393 ext. 223, Henrietta.Lusk@tcatcrump.edu

APPENDIX H

PAE GRANT BUDGET

GIVE Program Competitive Grant				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following				
Applicable Period:		BEGIN: October 24, 2019 END: April 25, 2022		
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	382,500	0.00	521,625
4, 15	Professional Fee, Grant & Award ²	0.00	0.00	0.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	0.00	0.00	0.00
11, 12	Travel, Conferences & Meetings	0.00	0.00	0.00
13	Interest ²	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance To Individuals	0.00	0.00	0.00
17	Depreciation ²	0.00	0.00	0.00
18	Other Non-Personnel ²	0.00	0.00	0.00
20	Capital Purchase ²	569,860	0.00	419,590
22	Indirect Cost	47,618	0.00	56,473
24	In-Kind Expense	0.00	0.00	0.00
25	GRAND TOTAL	999,978	0.00	997,688

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Sub recipients of Federal and State Grant Monies, Appendix A*. (posted on the Internet at: www.state.tn.us/finance/act/documents/policy3.pdf).

² Applicable detail follows this page if line-item is funded.

PAE GIVE Grant Budget Line-Item Details

Salaries, Benefits & Taxes

Position Title	Salaries and Wages	Employee Benefits & Payroll Taxes
Farming Operations Technology Instructor	\$131,250	\$65,625
PAE Coordinator	\$123,750	\$61,875
TOTAL	\$255,000.00	\$127,500.00

Capital Purchase TCAT Crump

Classroom Furniture	\$15,000
Classroom Computers	20,000
John Deere Simulator	40,000
I Pad (10)	8,000
Mechanical Training System Level 1	88,750
Snap-on Precision Measuring Instrument Kit	27,500
Drone w/NDVI Sensor	11,000
FAA Certification for Educators	300
Drone Software	900
Raven Desktop Simulators	10,000
Raven Auto Steer Simulator	11,000
Raven Hawkeye Demo Stand	14,000
Farm Safety Video	1,200
Ride-On Sprayer/Spreader Simulator	12,000
Ag Leader Guidance System	2,500
Shop Safety Equipment	5,000
Precision Software Subscription	10,000
EID Scanner and Software	12,600
Nutrition Software	5,000
Livestock Ultrasound	5,000
Belt Lacer with belting	2,500
Transit	3,500
Industrial Tool Box (2)	4,000
Hand Tools	2,280
Complete Tool Bag	1,120
Measuring Instruments	840
Portable Air Compressor and Accessories	4,500
Air Impact Tools	1,240
Air Impact Torque Adapter	890
Power Tools	3,580
Drill Press and Accessories	2,300
Tool Carts	400

Bearing Tool Kit	980
Greasing Equipment	780
Band Saw	3,270
Presses	1,100
Bench Grinder	575
Shop Vice	260
Jacks and Jack Stands	1,280
Cordless Hand Tools	1,200
Shop Work Tables	770
Parts Bins	1,500
Steam Cleaner	4,500
Parts Washer	260
Cutting Torch Set	1,500
Welder with Accessories	3,150
Tire Changing Equipment	4,700
Animal Health Equipment	2,500
Animal Handling Equipment Simulator	8,500
Fencing Simulation Equipment	520
Forage Testing Kits	820
Soil Health Instruments	1,825
Agronomy Scouting Tools	1,250
HVAC Recovery System	3,620
	\$371,760.00

Capital Purchases UTM

Distant Learning Center TCAT Crump	\$10,000
Distant Learning Center UMT Selmer	10,000
Distant Learning Center Agricultural Learning Center-Waynesboro	10,000
Travel Funds for Work Based Learning Opportunities	5,0000
Drone for Coon Creek Educational Center	5,000
Total	\$40,000

Travel

Work Based Learning Opportunities for Dual Enrollment Students	\$36,300
Work Based Learning Opportunities for Post-Secondary Students	16,800
Educator Externships	15,000
Total	\$68,100.00

Capital Purchases for Partnership High Schools

Chester County High School Dual Enrollment Equipment	
Raven Desktop Simulator	\$7,000
Drone	3,000
Decatur County-Riverside High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Hardin County High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Henderson County High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Scotts Hill High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
McNairy County High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Adamsville High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Wayne County High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Collinwood High School Dual Enrollment Equipment	
Raven Desktop Simulator	7,000
Drone	3,000
Total	\$90,000

Indirect Cost

5% Administrative funding for functions related to administration, project reporting, purchasing, financial management, data evaluation	\$47,618
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APPENDIX I

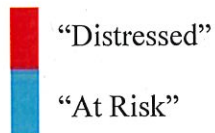
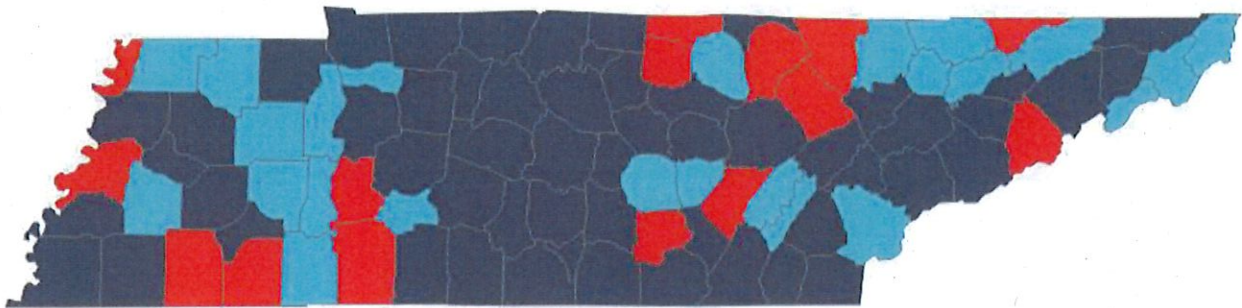


MIKE KRAUSE
Executive Director

BILL LEE
Governor

STATE OF TENNESSEE
HIGHER EDUCATION COMMISSION
PARKWAY TOWERS, SUITE 1900
NASHVILLE, TENNESSEE 37243-0830
(615) 741-3605

2020 Distressed County Status



"Distressed" Counties

Bledsoe
Clay
Cocke
Fentress
Grundy
Hancock
Hardeman
Jackson
Lake
Lauderdale
McNairy
Morgan
Perry
Scott
Wayne

"At-Risk" Counties

Benton
Campbell
Carroll
Carter
Claiborne
Decatur
Grainger
Hardin
Hawkins
Haywood
Henderson
Houston
Johnson
Lewis
Meigs
Monroe
Obion

Overton
Rhea
Unicoi
Union
Van Buren
Warren
Weakley

APPENDIX J

September 1, 2019

Stephen Milligan
TCAT Crump
3070 Highway 64
Crump, TN 38327

Mr. Milligan:

As requested, I am submitting a letter in support of the Tennessee College of Applied Technology Crump Farming Operations Technology program and the Partnership in Agricultural Education Collaborative. As a graduate of the formerly named State Area Vocational School Crump several years ago and an agricultural-based employer, I am extremely excited to hear of the opportunities this class is offering and am happy to offer my support in any way needed.

The Farming Operations Technology program is the only kind of educational/technical program I have heard of in the State of Tennessee. Knowing I am able to hire skilled employees versus non-skilled is something I am eagerly looking forward to in the future. I am currently seeking to hire at least 10-30 employees annually for the next 5 years, which will continue throughout the lifetime of my organization. Being in the livestock industry, I am looking specifically for skilled personnel with a knowledge of livestock productions and persons with mechanical and technical skills. Also, while the hands-on skills are of the utmost importance, we also struggle with work ethics. Attendance, productivity, communication, and teamwork rank among several other work ethic traits lost on today's workforce. Knowing these occupational skills are incorporated into the Farming Operations Technology program curriculum is extremely encouraging as a future employer of these graduates.

If you have any further questions or need my services to aid in the future of the Farming Operations Technology program, please do not hesitate to contact me.

Sincerely,



Harry Floyd, President
Harry Floyd & Sons Livestock, Inc.
Hardin County Stockyard, Inc.
Tennessee Valley Stockyard, Inc.



139 N. Main St. – P.O. Box 380, Ripley, TN 38063
(731)635-1903 phone (731)635-1908 fax

Stephen Milligan
President
TCAT Crump
P.O. Box 89
Crump, TN 38327

Mr Milligan,

I would like to let you know, in response to the startup of the Farming Operations Technology Program at TCAT Crump, that we need skilled employees. It has become a struggle for us to find and retain skilled employees. We operate in McNairy, Hardin, Lauderdale, Tipton and Haywood Counties in West Tennessee and in the Mississippi Delta. There is a strain on current employees to "take up the slack" because of this shortage of skilled workers. This is not just a localized problem though. This shortage is industry wide and seems only to be getting worse. Our company, Mid-South Family Farms could potentially hire 2-10 skilled workers in the next 5 years. When hiring unskilled workers, the turnover is high, and the lack of knowledge is a hinderance. Your Farming Operations Technology Program, we think, will be a great source of skilled, knowledgeable employees that can help us grow and succeed into the future. Thank you for your work in getting this new program up and running. We look forward to your success and working with you to place skilled employees to work.

Regards,

A handwritten signature in black ink, appearing to read 'Nick Teague', with a long horizontal flourish extending to the right.

Nick Teague

Farm Manager-McNairy

Mid-South Family Farms

MID-SOUTH FARMERS COOPERATIVE
1295 BOYD AVE

BROWNSVILLE, TN 38012
PHONE: (731) 772-9432

Stephen Milligan
President
TCAT Crump
P.O. Box 89
Crump, TN 38327

Mr. Milligan

My name is Jamie Perry. I am Operations Manager at Mid-South Farmers' Cooperative. We serve six counties in Tennessee and eight counties in Mississippi with Agriculture Supplies and Service. Although fully staffed at the moment, we struggle finding quality employees to perform quality work in order to keep our standards to our customers. Many cases we have multiple people hired to perform skills that one well trained person could perform. The employees we hire that have the work ethic and character to "want to" work generally lack the ability to perform trade skills that are needed in our profession. The individuals we find that have the enhanced skills, many times, will lack the character and desire needed.

Skills we need for todays employees are, equipment operation, equipment maintenance, precision ag software, excel and several other qualities and skills in the curriculum intended to be offered at TCAT.

We would be very interested in seeing TCAT with a training program that would allow us to acquire quality and trained employees to continue to offer the level of service we are devoted to providing to our member/owners. I would estimate that we would hire 15-20 employees in the next five year as an add on or replacement for current staffing.

Jamie Perry

Operations Manager
Mid-South Farmers Cooperative
jperry@midsouthcoop.com
731-659-1882



TENNESSEE FARMERS COOPERATIVE

180 OLD NASHVILLE HWY, P.O. BOX 3003
LAVERGNE, TN 37086-1983
PHONE: (615) 793-8011
www.ourcoop.com

EXECUTIVE OFFICES

September 3, 2019

Stephen Milligan
President
TCAT- Crump
PO Box 89
Crump, TN 38327

Mr. Milligan:

On behalf of Tennessee Farmers Cooperative, I would like to express my endorsement of the Farming Operations Technology program at the Tennessee College of Applied Technology at Crump (TCAT).

Tennessee Farmers Cooperative is an agricultural supply cooperative headquartered in La Vergne, Tennessee. Our 52 member cooperatives operate 164 retail outlets across 84 counties and seven states. System wide, our cooperative employs nearly 2,400 individuals.

A skilled and vibrant agricultural workforce is a critical part of not only our business, but all of Tennessee agriculture. I can provide countless examples of how labor needs go unmet across our state, especially in the agricultural sector. In many cases, we can attribute our labor shortfall to leaps in technological advancements, an aging workforce, minimized emphasis on vocational education and overall low unemployment rates. There is a great need for trained personnel in agriculture and they have a valued place within our organization.

We commend the efforts of the TCAT at Crump and the Tennessee Board of Regents (TBR) for tackling what we consider to be one of our industry's most critical issues. We strongly recommend this program for consideration of financial support provided by the Governor's Investment in Vocational Education (GIVE) grant. The Farming Operations Technology program will be a valuable asset to agribusiness in the region and beyond. We encourage TBR to continue looking for opportunities to implement similar programs statewide.

I hope you will contact me or my staff if we can be of any assistance when developing programming. I can be contacted by phone at (615)793-8304 or by email at bkrisle@ourcoop.com. We will be ready to assist in any way possible.

Thank you for the opportunity to express support on behalf of Tennessee Farmers Cooperative.

Sincerely,

Bart Krisle
Chief Executive Officer

09/02/2019

To whom it may concern;

I am writing in regards to the Tennessee College of Applied Technology's new Farming Operations Technology program. Being a manager of a farm retail store, I am excited about this program and what a tremendous help it will be in finding not only employees but employees that understand the concepts of agriculture and agricultural practices. We maintain anywhere from 20-25 employees year round. Feed, seed, chemicals and farm hardware make up a vast amount of our inventory. As a manager, I am always on a hunt for potential employees with a farm background, which is getting harder and harder to find as more generations leave the family farm for various reasons. As a company we not only sell farm equipment; such as chutes, sweep tubs, hay rakes, sprayers, etc. this equipment requires assembly and transporting to the farm to install. This program will be an asset to our operation in finding people with this particular skill set. If I can be of help in any way, please contact me and thanks in advance for all your help.

Sincerely



Dani Morrison, Manager

Stockdale's

581 Mulberry Ave.

Selmer, TN 38375

dmorrison@stockdales.com

731-645-3238

Duren Farms
199 Duren Lane
Waynesboro, TN 38485
(931) 722-3564

August 29, 2019

Stephen Milligan
President
TCAT Crump
P.O. Box 89
Crump, TN 38327

Mr. Milligan

I would like to express to you my concerns for the labor shortage farmers face currently and for the future. Our farming operation has suffered for the last five years, and I do not see an end to that suffrage anytime soon.

We are located in a rural area where row cropping, livestock operations, and the timber industry provide many of the employment opportunities. We are unable to find employees with any type of skilled training to meet the needs of Duren Farms.

We are seeking employees who have knowledge of the operation of farm machinery with both mechanical and technological skills. Neither exists. We currently need farm help who has knowledge in livestock productions because harvest time is approaching and current employees have to move to the fields. Farmers also face issues with transportation of their products and truck drivers are as hard to find as farm labor. Farming is a considerable sized network and our constituents are dealing with the same issues we currently face.

Currently we need three skilled employees to go to the fields, two to monitor the livestock operations during harvest season and a minimum of three truck drivers just to maintain operations. In the next five years you could expect us to hire a minimum of 15 people due to employee turnover. If we intend to grow in the next five years, we would need an additional 10 people to advance in production.

The Farming Operations Technology program at the Tennessee College of Applied Technology is the only hope we have in our area to train individuals for the agricultural field. We are not in a position to employ University graduates. The technical skills and workers characteristics that will be taught through your program are the most encouragement we have for a skilled agricultural workforce.

Thank you for your insight into the needs of area farmers and the farming industry.

Sincerely,



David Duren
Duren Farms

To whom it may concern,

Today's Production Agriculture requires a skilled workforce in Precision Ag. All the newer equipment have some kind of precision technology that mandates an understanding of this technology.

The workforce needs to operate the equipment, but also needs to be able to trouble shoot problems that will occur.

Our operation is blessed at this time with a workforce that works well as team and understands the basic principle of using the new technology. The challenges of problem solving relies heavily on our son, who has gained a lot of experience just by spending lots of hours trying to figure out problems.

Any program that will teach the concept of precision Ag to young and goal oriented students would be a tremendous asset to the Ag community. Bringing out a workforce that has the complete understanding of the ever so fast changing technology would be tremendous.

Over the next 5 years our operation would certainly be interested in hiring 2-3 young individuals that can cope with the technology, understand the daily challenges in farming, are excellent team players and are committed to a career in today's production Agriculture.

Sincerely,

Karl Forsbach
Forsbach Farms
Savannah, TN
Sent from my iPhone



FIRST FARMERS COOPERATIVE
16219 HWY. 22 NORTH
LEXINGTON, TN 38351

FIRST ON THE FARM

August 29, 2019

Mr. Stephen Milligan
President
Tennessee College of Applied Technology Crump
3070 Highway 64
Crump, TN 38327

Dear Mr. Milligan:

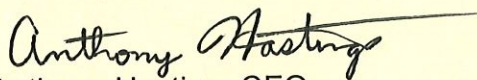
I am writing this letter in regards to anticipated workforce needs of First Farmers Co-op over the next 5 years.

First Farmers Co-op with locations in Hardin, Decatur, Henderson and Chester counties is a cooperative business owned and controlled by farmer members. First Farmers Co-op serves farmers through it's feed and animal health, agronomy, hardware, consumer products, and service departments and maintains a strong working relationship with the members/farmers it serves.

First Farmers Co-op currently employees over 70 employees. Maintaining a skilled workforce is critical to meeting the demands of the ever-changing technological landscape of agriculture. We anticipate that between, business growth and an annual turnover rate in employees, we will need 15-20 new hires annually of both skilled and unskilled employees. We feel that the Farming Operations Technology Program offered by Tennessee College of Applied Technology Crump may be able help fill our positions for the skilled positions. As technology continually increases, both on the farm and in our business that serves farmers, we need employees with a wide range of skills to include: operators and technicians for the crop production portion of our business. These employees need to be trained in agronomics, precision ag and equipment maintenance. Additionally, we need workers with the knowledge of livestock and general farm operations. This type of training and instruction is constantly becoming more critical because of technology advances and the fact that fewer employees have a farm background to obtain any experience before they enter the workforce.

If you have any questions or need additional information please feel free to contact me.

Sincerely,


Anthony Hasting, CFO
First Farmers Co-op



Wayne County JECDB
100 Court Circle Room 409
Waynesboro, TN 38485
Office: (931)253-2194
Mobile: (931)213-4260
Email: director@waynecountyeed.com
www.waynecountyeed.com

September 5, 2019

Mr. Stephen Milligan
President
Tennessee College of Applied Technology
P.O. Box 89
Crump, TN 38327

Mr. Milligan,

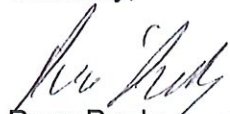
I am writing this letter in support of the Partnership in Agricultural Education Collaborative GIVE grant proposal. The Wayne County Joint Economic & Community Development Board (JECDB) recognizes the need for a skilled workforce to continue to support the agricultural industry. Almost 30% of Wayne County's land area is used for agricultural production. The opportunities this grant provides to area residents will certainly be a boost to the future of the county's agricultural economy and establish and maintain a skilled workforce that will lead to higher wages.

Wayne County has a strong agricultural economy. The 2017 USDA Census of Agriculture indicates there are 685 farms in the county with over 141,000 acres in agricultural production. With almost \$38 million in agricultural products sold this is a large segment of the Wayne County Economy. Livestock and poultry products make up over 86% of the agricultural products sold in the county. Wayne County also has a very strong timber industry with approximately 300,000 acres in timber. To help support this strong agricultural economy the county ranked construction of a Ag/Youth Center as our number one priority and now plans to build an Agricultural Learning Center to house educational classrooms, offices, and meeting facilities. The Center will be used by TCAT Crump, The University of Tennessee Martin, The University of Tennessee Agriculture Extension Service, and others to deliver educational programming, continuing education courses, training to help better prepare and strengthen the agricultural related workforce in the county.

The University of Tennessee Extension-Institute of Agriculture's 2018 Contribution of Agriculture to Wayne County study indicates that approximately 1403 jobs are generated by the county's agricultural industry. Based on an Agricultural Workforce Needs survey conducted by my office and the Tennessee College of Applied Technology Crump, agricultural employment will generate an increase of 477 workers by the year 2025.

Thank you for considering this grant application and we completely support the efforts of the Tennessee College of Applied Technology Crump to expand and promote agricultural education. We are excited to be a part of this initiative and please do not hesitate to contact me with any questions you may have.

Sincerely,


Rena Purdy
Executive Director



September 5, 2019

Mr. Stephen Milligan
President
Tennessee College of Applied Technology
P.O. Box 89
Crump, TN 38327

I am writing this letter in support of the Partnership in Agricultural Education Collaborative GIVE grant application. A skilled workforce is an integral part of economic development for any community and we know the need of having a skilled workforce in the agricultural industry. This grant will provide opportunities to our community and will increase our agricultural economy.

Agriculture is a huge part of the fabric of Hardin County's economy. According to the University of Tennessee Extension-Institute of Agriculture's 2018 Contribution of Agriculture to Hardin County study, approximately 3,702 jobs are generated by agriculture in the county. The agricultural revenue has a total estimated economic impact of \$924.6 million on Hardin County.

As stated by the 2017 USDA Census of Agriculture there are 583 farms in Hardin County and approximately 162,000 acres of farmland. Our economy is boosted by the almost \$30 million of agricultural products that are sold annually. Crops make up over \$24 million of the agricultural products sold.

Thank you for considering this grant application. We are completely in support of the Tennessee College of Applied Technology Crump's hard work in increasing and encouraging education in the agriculture field.

If you have questions or need additional information, please do not hesitate to contact me.

Best regards,

Jennifer Perryman
Executive Director

DECATUR COUNTY CHAMBER OF COMMERCE
DECATUR COUNTY JOINT ECONOMIC & COMMUNITY DEVELOPMENT BOARD

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Parsons, TN 38363

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September 5, 2019

Mr. Stephen Milligan, President
Tennessee College of Applied Technology
Post Office Box 89
Crump, TN 38327

Dear Mr. Milligan:

The Decatur County Chamber of Commerce and the Decatur County Joint Economic & Community Development Board jointly expresses its support for the *Partnership in Agricultural Education Collaborative GIVE grant* proposal. This proposed grant will enhance employment opportunities to build upon its roots in this rural economic environment.

Decatur County, TN is a large county with over 345 square miles and boasts of over 50 miles of shoreline along the Tennessee River. Decatur County has a strong agricultural economy. The 2018 Contribution of Agriculture to Decatur County Economy indicates that the agricultural output for Decatur County was \$42.1 million and considering the multiplier effect, a total estimated economic impact of \$54.8 million. There are 506 workers employed in county agriculture. There are approximately 374 farms in the county with over 73,500 acres in agricultural production.

The Decatur County Chamber of Commerce and the Decatur County Joint Economic & Community Development Board support the Vision of the *Partnership in Agricultural Education* "To improve the economy of the region where a skilled workforce contributes to economic growth allowing agricultural businesses to find workers with skills they need to thrive and create a high quality of life).

We ask for your support of this *Partnership in Agricultural Education Collaborative GIVE grant* proposal. If you have any questions, please do not hesitate to contact me.



Charles P. Taylor, Sr., Executive Director
Decatur County Chamber of Commerce
Decatur County Joint Economic & Community Development Board